



# BANGALORE TECHNOLOGICAL INSTITUTE

(An ISO 9001:2015 Certified Institute)

Kodathi Village, Varthoohobli, Bangalore East Tq, Bangalore Urban District,  
Bangalore-560035, Karnataka

[principal@btibangalore.org](mailto:principal@btibangalore.org) [www.btibangalore.org](http://www.btibangalore.org)

Phone: 7090404050

## 5.2.1.1 Number of outgoing students placed and progressed to higher education during the last five years

Sl.No	Year	Name of students placed/ enrolling into higher education and contact details	Program graduated from	Name of the employer with contact/details/Name of institution joined	Pay package at appointment (In INR per annum) (applicable for students who got placement)/ Name of program admitted to (applicable for students who progressed to higher education)
1	2022-2023	AVI RAJ	CSE	SEVENTH SENSE TALENT SOLUTIONS	3.25 LPA
2	2022-2023	ARYAN T	CSE	SEVENTH SENSE TALENT SOLUTIONS	3.25 LPA
3	2022-2023	AALISHA SIDDIQA	CSE	SEVENTH SENSE TALENT SOLUTIONS	3.25 LPA
4	2022-2023	DARSHAN K R	CSE	COGNIZANT	2.2 LPA
5	2022-2023	DEEPAK POKHREL	CSE	ZONES CORPORATE SOLUTIONS PVT.LTD	3.55 LPA
6	2022-2023	DHARMENDRA SADHOK YADAV	CSE	ZONES CORPORATE SOLUTIONS PVT.LTD	3.55 LPA
7	2022-2023	JASMINEMARY J	CSE	ZONES CORPORATE SOLUTIONS PVT.LTD	3.55 LPA
8	2022-2023	JAYASHREE S	CSE	ZONES CORPORATE SOLUTIONS PVT.LTD	3.55 LPA
9	2022-2023	JAYASWARUBA G S	CSE	ZONES CORPORATE SOLUTIONS PVT.LTD	3.55 LPA
10	2022-2023	JITENDRA KOHAR	CSE	ZONES CORPORATE SOLUTIONS PVT.LTD	3.55 LPA
11	2022-2023	JYOTI DEEP	CSE	SEVENTH SENSE TALENT SOLUTIONS	3.25 LPA
12	2022-2023	K M CHANDRABABU YADAV	CSE	ZONES CORPORATE SOLUTIONS PVT.LTD	3.55 LPA
13	2022-2023	KAVI KUMAR S	CSE	ZONES CORPORATE SOLUTIONS PVT.LTD	3.55 LPA
14	2022-2023	KAVYA G	CSE	ZONES CORPORATE SOLUTIONS PVT.LTD	3.55 LPA
15	2022-2023	KAVYA M	CSE	ZONES CORPORATE SOLUTIONS PVT.LTD	3.55 LPA
16	2022-2023	RAKSHIKA N	ECE	ZONES CORPORATE SOLUTIONS PVT.LTD	3.55 LPA
17	2022-2023	KHAJAPPA BIRADAR	CSE	ZONES CORPORATE SOLUTIONS PVT.LTD	3.55 LPA
18	2022-2023	KOUSIK PATRA	CSE	ZONES CORPORATE SOLUTIONS PVT.LTD	3.55 LPA
19	2022-2023	KRISHNA KUMAR	CSE	ZONES CORPORATE SOLUTIONS PVT.LTD	3.55 LPA

20	2022-2023	SUDIP PAUDEL	CSE	LOGICA BEANS	2.2 LPA
21	2022-2023	SWIKRIT NEPAL	CSE	CODEYOUNG	3.88 LPA
22	2022-2023	HUIDROM ARINA DEVI	CIVIL	KLARHEIT: VALUE	2.1 LPA
23	2022-2023	PREM SAGAR S S	CIVIL	KLARHEIT: VALUE	2.1 LPA
24	2022-2023	PASHUPATI SAH	CIVIL	KLARHEIT: VALUE	2.1 LPA
25	2022-2023	PAVANKUMAR	CIVIL	KLARHEIT: VALUE	2.1 LPA
26	2022-2023	SHUMANT KUMAR YADAV	CIVIL	KLARHEIT: VALUE	2.1 LPA
27	2022-2023	LAVANYA DR	CSE	TEACHNOOK	4 to 6 LPA
28	2022-2023	MARIA FAUSTINA RACHEL	CSE	CAPGEMINI TECHNOLOGY SERVICES INDIA LIMITED	3 LPA
29	2022-2023	MAYUKH PAUL	CSE	CAPGEMINI TECHNOLOGY SERVICES INDIA LIMITED	3 LPA
30	2022-2023	MILAN THAPA	CSE	CAPGEMINI TECHNOLOGY SERVICES INDIA LIMITED	3 LPA
31	2022-2023	MILANA	CSE	CAPGEMINI TECHNOLOGY SERVICES INDIA LIMITED	3 LPA
32	2022-2023	MOHAMMED NAFEEZ N	CSE	CAPGEMINI TECHNOLOGY SERVICES INDIA LIMITED	3 LPA
33	2022-2023	MOHAMMED SAIF	CSE	CAPGEMINI TECHNOLOGY SERVICES INDIA LIMITED	3 LPA
34	2022-2023	MUKUNDALA REVANTH KUMAR	CSE	CAPGEMINI TECHNOLOGY SERVICES INDIA LIMITED	3 LPA
35	2022-2023	MUKUNDALA THANUJA	CSE	CAPGEMINI TECHNOLOGY SERVICES INDIA LIMITED	3 LPA
36	2022-2023	MURALI M	CSE	ORACLE INDIA PRIVATE LIMITED	8 LPA
37	2022-2023	RAHUL KUMAR	CSE	TATA CONSULTANCY SERVICES	3.36 LPA
38	2022-2023	RAHUL KUMAR SAH	CSE	DANEM ENGINEERING WORKS	8 LPA
39	2022-2023	RAHUL RAJ KHADKA	CSE	TATA CONSULTANCY SERVICES	3.36 LPA
40	2022-2023	RAKESH G	CSE	TATA CONSULTANCY SERVICES	3.36 LPA
41	2022-2023	RAMESH R	CSE	TATA CONSULTANCY SERVICES	3.36 LPA
42	2022-2023	RAUSHAN KUMAR	CSE	TATA CONSULTANCY SERVICES	3.36 LPA
43	2022-2023	RAVI KUMAR M	CSE	TATA CONSULTANCY SERVICES	3.36 LPA

44	2022-2023	RISHABH KUMAR	CSE	TATA CONSULTANCY SERVICES	3.36 LPA
45	2022-2023	RISHABH RANJAN	CSE	TATA CONSULTANCY SERVICES	3.36 LPA
46	2022-2023	RITUSHREE DUTTA	CSE	TATA CONSULTANCY SERVICES	3.36 LPA
47	2022-2023	RITYA KUMARI	CSE	TATA CONSULTANCY SERVICES	3.36 LPA
48	2022-2023	RUPESH RAI	CSE	TATA CONSULTANCY SERVICES	3.36 LPA
49	2022-2023	SAIKAT CHOWDHURY	CSE	TATA CONSULTANCY SERVICES	3.36 LPA
50	2022-2023	SUMIT KUMAR	CSE	TATA CONSULTANCY SERVICES	3.36 LPA
51	2022-2023	SHANJANA R	CSE	SMARTBORN SOFTWARE CONSULTING PVT.LTD	4 LPA
52	2022-2023	SUSHIL PANERU	CSE	SMARTBORN SOFTWARE CONSULTING PVT.LTD	4 LPA
53	2022-2023	SUSHMA K N	CSE	SMARTBORN SOFTWARE CONSULTING PVT.LTD	4 LPA
54	2022-2023	SHANKAR SAH	CSE	SMARTBORN SOFTWARE CONSULTING PVT.LTD	4 LPA
55	2022-2023	THMMINENI SURESH	CSE	SMARTBORN SOFTWARE CONSULTING PVT.LTD	4 LPA
56	2022-2023	VARSH M	CSE	SMARTBORN SOFTWARE CONSULTING PVT.LTD	4 LPA
57	2022-2023	VIKRANT KUMAR	CSE	SMARTBORN SOFTWARE CONSULTING PVT.LTD	4 LPA
58	2022-2023	YASHWANATH K	CSE	SMARTBORN SOFTWARE CONSULTING PVT.LTD	4 LPA
59	2022-2023	YUKTHA R	CSE	SMARTBORN SOFTWARE CONSULTING PVT.LTD	4 LPA
60	2022-2023	ARHAM JAIN	CSE	SMARTBORN SOFTWARE CONSULTING PVT.LTD	4 LPA
61	2022-2023	BHARATH H V	CSE	TERRALOGIC SOLUTIONS PRIVATE LIMITED	2.35 LPA
62	2022-2023	GANGADHAR	CSE	TERRALOGIC SOLUTIONS PRIVATE LIMITED	2.35 LPA
63	2022-2023	KIRAN M C	CSE	TERRALOGIC SOLUTIONS PRIVATE	2.35 LPA

				<b>LIMITED</b>	
64	2022-2023	MANIKANTA G	CSE	TERRALOGIC SOLUTIONS PRIVATE LIMITED	2.35 LPA
65	2022-2023	PARTH SINGH	CSE	TERRALOGIC SOLUTIONS PRIVATE LIMITED	2.35 LPA
66	2022-2023	PRINCE KUMAR YADAV	CSE	TERRALOGIC SOLUTIONS PRIVATE LIMITED	2.35 LPA
67	2022-2023	SUDIP CHAUDARY	CSE	TERRALOGIC SOLUTIONS PRIVATE LIMITED	2.35 LPA
68	2022-2023	LAXMAN DHAKAL	CSE	TERRALOGIC SOLUTIONS PRIVATE LIMITED	2.35 LPA
69	2022-2023	NINGTHOUJAM DHANACHANDRA	ME	SINTEX	1.8 LPA
70	2022-2023	ASHUTHOSH KUMAR	ME	SINTEX	1.8 LPA
71	2022-2023	FARUK AHMED KAWARI	ME	SINTEX	1.8 LPA
72	2022-2023	LEIMAPOKPAM ROHIT KUMAR SINGH	ME	SINTEX	1.8 LPA
73	2022-2023	MUKUND BHARADWAJ M B	ME	SINTEX	1.8 LPA
74	2022-2023	PRASHANTH S	ME	SINTEX	1.8 LPA
75	2022-2023	SAATHVIK G V	ME	SINTEX	1.8 LPA
76	2022-2023	SACHIN K	ME	SINTEX	1.8 LPA
77	2022-2023	TEJASWARREDDY C	ECE	CAPGEMINI TECHNOLOGY SERVICES INDIA LIMITED	3 LPA
78	2022-2023	THIPPESWAMY ABHISHEK	ECE	CAPGEMINI TECHNOLOGY SERVICES INDIA LIMITED	3 LPA
79	2022-2023	THUMMALA CHENNA REDDY	ECE	CAPGEMINI TECHNOLOGY SERVICES INDIA LIMITED	3 LPA
80	2022-2023	VIJAY S	ECE	CAPGEMINI TECHNOLOGY SERVICES INDIA LIMITED	3 LPA
81	2022-2023	YOJAN GHIMIRE	CIVIL	KLARHEIT: VALUE	2.1 LPA
82	2022-2023	YASHWANTH KUMAR M	CIVIL	KLARHEIT: VALUE	2.1 LPA
83	2022-2023	NEHA B S	CSE	ORACLE INDIA PRIVATE LIMITED	8 LPA
84	2022-2023	NIKHIL	CSE	ORACLE INDIA PRIVATE LIMITED	8 LPA
85	2022-2023	RASIKA N	ECE	CAPGEMINI TECHNOLOGY SERVICES INDIA LIMITED	3 LPA

**MAY 17<sup>th</sup> 2022**

**Mr. ARHAM JAIN**  
**Bangalore.**

**Sub: Appointment Letter.**

**Dear . ARHAM JAIN**

We are pleased to offer you an employment with **Software Developer** in our Organization **SMARTBORN SOFTWARE CONSULTING PVT.LTD.** with effect from **JUNE 13<sup>th</sup> 2023** on the following terms and conditions.

**1. Compensation and Benefits**

- a) This Letter of Appointment outlines the general terms of your employment with **SMARTBORN SOFTWARE CONSULTING PVT.LTD.** You will be entitled for a learning bonus of Rs. 10,000/- until you will be serving as in-house candidate of **smartborn.** Your CTC per annum is Rs. **4,00,000** /-( Four Lakh Rupees only)
  - b) You shall not reveal any fact concerning your remuneration to any third party, either within or outside the Company and irrespective of whether you accept this offer or not. Breach of this obligation shall invite legal consequences.
2. You will be under probation period for 6 months from the date of your joining. During this period if your performance and conduct found to be unsatisfactory or if you fail, refuse or neglect to carry out and perform your duties assigned to you by the company, you will be terminated from the services.
  3. You shall faithfully and to the best of your ability perform your duties that may be entrusted to you from time to time by the management. You will be bound by rules, regulations and orders promulgated by the management in relation to conduct, discipline and policy matters.
  4. You shall carry out the job and such other jobs connected with or incidental to which is necessary for business of the company. You shall do any other work assigned to you which you are capable of doing or work at any other post which has been temporarily assigned to you.
  5. You will be liable to be transferred by the Company from time to time to any other location, department, function, establishment, or branch of the Company or Subsidiary, associate or affiliate Company anywhere in India or abroad depending on the exigencies of business. In such case you will be governed by the terms and conditions of service applicable to the new assignment.

6. **Secrecy-** You are expected to maintain utmost secrecy with regard to the affairs of the Company and shall keep confidential any information, whether written or oral, which relates to internal controls, computer or data processing programs, algorithms, electronic data processing applications, routines, subroutines, techniques or systems, or information concerning the business or financial affairs and methods of operation or proposed methods of operation, accounts, transactions, proposed transactions, security procedures, trade secrets, know-how, or inventions of **smartborn**, or its affiliate, or any client, agent, contractor or vendor. You shall not disclose the identities and other related information of any of its clients. Breach of this provision shall be treated as a gross violation of the terms herein and your services are liable to be terminated and also shall invite legal consequences.
7. Considering the urgency of meeting the deadlines of specific assignments and other conditions prevailing at the time, you may be required to put in extra hours/ days at work.
8. You will not undertake any representation or employment in any form or kind for yourself or for any other company while in the employment of **smartborn**.
9. You shall not install, download, copy and duplicate any unauthorized or unlicensed software, programs, games, attachments on to your computer systems.
10. You will be entitled to a paid leave as per Company's policies. You will be bound by the Company's Personnel Policies and other Service Rules which will be communicated to you, from time to time.

In case of any unauthorized absence or absence without permission from duty for a continuous period of 5 days would make you lose your lien on employment.

11. If the employee wants to leave the services, he/she have to give 60 days' notice and the Company will relieve only after the handover process has been completed properly to the satisfaction of the Company.
12. The company reserves the right to terminate the services without giving any notice or pay at any point of time, if breach of any of the conditions mentioned in this letter is noticed.

On cessation of employment with the company, you shall return all documents, books, papers relating to the affairs of the company.

13. You are appointed on the basis of your education and experience mentioned by you in your application/personal data form. In case the facts mentioned therein are found to be incorrect, this will result in termination of your appointment without any notice or salary in lieu thereof

**SALARY ANNEXURE**

We welcome you to **smartborn** and look forward to a long and fruitful association.

<b>Components</b>	<b>Rs.</b>
	<b>Monthly</b>
Basic Salary	15,000
House Rent Allowance	5000
Special Allowance	13,000
<b>Gross Salary</b>	<b>30,000</b>
Company's PF Contribution	1727
Gratuity	1656
<b>Cost to Company</b>	<b>33,383</b>

Thanking You,  
For **Smartborn**

## **Documents**

Please bring the originals and photocopies of the following documents at the time of your joining.

- All relevant educational certificates starting from Xth Grade to highest degree.
- Address Proof - Aadhar Card / Driving License / Ration Card.
- 5 passport- sized color photographs.
- 3 photocopies of PAN card.
- Photocopy of Passport.
- Experience letter from the present and all previous Employers, if applicable.
- Relieving letter from previous employer, if applicable.
- Last three months salary slip, if applicable
- Appraisal letter from the previous employer, if applicable.



SINTEX-BAPL LTD.

(Formerly known as BRIGHT AUTOPLAST LIMITED) SINTE C-II, Sipcot Industrial Park, Irrungattukottai, Sriperumbudur - 602 105, Kancheepuram District.

Email :info@brightautoplast.com

## Offer Letter

Date: 24/12/2022

Dear Ashuthosh Kumar

Welcome to Sintex Group of companies Family!!!! .... !!!

With Reference to your application and subsequent interview with us

We are pleased to offer you for a position of "Graduate Engineer Trainee" (GET)

We are offering you Salary: 1.8Lacs /- CTC PA (CTC including Subsidy canteen & transportation deductions)

Your work location will be at Sintex - BAPL Ltd. CHENNAI PLANT -1  
C11 Sipcot Industrial Park Sriperumbudur Kanchipuram Dist Chennai - 602105.  
Irrungattukottai industrial area behind Hyundai plant LM:Behind Wipro Infrastructure engineering  
Contact Vijayan/Tamilarasan (HR Dept)

Date of joining: 12<sup>th</sup> June 2023

After successful completion of the probation and review thereof, you will be entitled to other allowances and benefits whatsoever as per policies of the Organization. Regular performance reviews will be done to assess your suitability.

At the date of joining following documents required:

1. Resume- 2 nos
2. 10<sup>th</sup> ,12th & BE/B Tech Mark sheets and certificates -2 nos
3. Passport Size Photographs- 3 No
4. Provisional certificate-2 nos
5. Aadhar card \_2 nos
6. Bank Details -2 nos



For Sintex Bright Autoplast ltd

Authorized Signatory



**TERRALOGIC**

**June 13, 2023**

**Bharath H V**

**Email- [bharathhv97@gmail.com](mailto:bharathhv97@gmail.com)**

**Dear Bharath H V,**

**We would like to extend an offer of employment Security Analyst, at Terralogic Software Solutions Private Limited, which is located at 415. 4<sup>th</sup> 'C' Cross. industrial Layout, 5th Block, Koramangala, Bangalore - 560034.**

**Attached, please find an Employment Agreement that will explain the basic details of your employment.**

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

**Best Regards,**

**Darshika C**

**HR Executive**

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**Terra is Software Solutions Private Limited**

Reg Office: #15,2<sup>nd</sup> Floor,4<sup>th</sup> 'C' Cross Industrial Layout, 5<sup>th</sup> Block, Koramangala Bangalore-560034  
CIN:U72200KA2008PTC045010, Email: [info@terralogic.com](mailto:info@terralogic.com) , Website:<https://www.terralogic.com>

**Date: 24<sup>th</sup> December, 2022,**

**Mr. K M Chandrababu yadav**

**Bangalore**

**Subject: Offer Letter for the position of Service Desk .**

Dear Mr., **K M Chandrababu Yadav,**

Thank you for exploring career opportunities with **Zones Corporate Solutions (Zones)**. You have successfully completed our initial selection process and we are pleased to make you an offer of employment with our company.

This offer is based on your profile, relevant work experience and performance in the selection process. You have been selected for the subject position. Your **Gross CTC** including all benefits will be **INR 3,55,267/- (INR Three lakhs fifty-five thousand two hundred sixty-seven only) per annum**. Annexure-1 provides a break-up of the compensation package.

To align the Earnings of an employee in line with the norms laid down by the government of India the total cost is broken into various components to provide the benefit of various relaxation allowed by the government. In view of the same the company retains the right to re-structure the components of your emoluments, while protecting the gross emolument value, as per the prevalent policies / change in policies as adopted by the company from time to time Any/all disputes subject to Jurisdiction of Delhi courts only.

As agreed, you shall report to the **Bangalore** office to assume your duties with the company on **June 10<sup>th</sup>, 2023, @ 10:00 AM IST**. On the joining day you shall report your presence to HR, who shall help you fulfil your joining formalities and introduce you to the relevant team members you will be working with. If you wish to join before the date mentioned above, kindly arrange to inform HR of your intent to do so at least 2 working days in advance of your intended joining date.

Please submit the following documents to HR within 5 days of your offer acceptance to keep the offer valid & enable the organization to initiate your background referral Check formalities. Your offer is subject to a positive background check An agency will check the credentials specified by you in the application form. The process is normally completed within 5 weeks after Background Check initiation. **Verification of your last employment is initiated only by post release.** On joining and successful completion of joining formalities including Background Verification, you will be issued a Letter of Appointment by Zones.

**Documents required:**

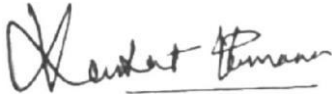
- a) Copy of a valid proof of residence (Permanent & Current). The acceptable proof of residence and Photo ID Card include but are not limited to Voters ID Card, Valid Driving License, and Valid Passport etc.
- b) Copy of your PAN Card as Photo Identity Proof.
- c) Copy of your Highest Education degree / Provisional Degree / Certificate
- d) Copy of Experience Certificate and Relieving Letter from all the previous employer(s)
- e) Copies of last three salary slips as issued by your previous employer Original slips would also be required for ascertaining authenticity at the time of joining.
- f) Copy of resignation acceptance letter from current employer

Your appointment with the company shall be governed by the terms and conditions mentioned in the Employee Handbook. At the time of joining, you will be required to submit the following documents.

- a) Two copies of Recent Passport size photographs, taken not more than 3 months prior to the date of joining.
- b) Copy of the Relieving letter from the previous employer.
- c) In the unlikely event of relieving letter no been available- An undertaking on plain paper detailing that you have properly resigned from the services of your previous employer and that the previous employer has no outstanding claim on you.

Kindly return the duplicate copy of this letter of Offer duly signed, in token of having accepted the terms and your inclination to join on the said date.

**For Zones Corporate Solutions Pvt. Ltd.,**



**Venkat Ramana**

**Director - Human Resources**

**I accept & intend to join on**

**K M Chandrababu yadav**

**Date: 24<sup>th</sup> December, 2022,**

**Mr. Deepak Pokhrel**

**Bangalore**

**Subject: Offer Letter for the position of Service Desk**

Dear Mr., **Deepak Pokhrel,**

Thank you for exploring career opportunities with **Zones Corporate Solutions (Zones)**. You have successfully completed our initial selection process and we are pleased to make you an offer of employment with our company.

This offer is based on your profile, relevant work experience and performance in the selection process. You have been selected for the subject position. Your **Gross CTC** including all benefits will be **INR 3,55,267/- (INR Three lakhs fifty-five thousand two hundred sixty-seven only) per annum**. Annexure-1 provides a break-up of the compensation package.

To align the Earnings of an employee in line with the norms laid down by the government of India the total cost is broken into various components to provide the benefit of various relaxation allowed by the government. In view of the same the company retains the right to re-structure the components of your emoluments, while protecting the gross emolument value, as per the prevalent policies / change in policies as adopted by the company from time to time Any/all disputes subject to Jurisdiction of Delhi courts only.

As agreed, you shall report to the **Bangalore** office to assume your duties with the company on **June 10<sup>th</sup>, 2023, @ 10:00 AM IST**. On the joining day you shall report your presence to HR, who shall help you fulfil your joining formalities and introduce you to the relevant team members you will be working with. If you wish to join before the date mentioned above, kindly arrange to inform HR of your intent to do so at least 2 working days in advance of your intended joining date.

Please submit the following documents to HR within 5 days of your offer acceptance to keep the offer valid & enable the organization to initiate your background referral Check formalities. Your offer is subject to a positive background check An agency will check the credentials specified by you in the application form. The process is normally completed within 5 weeks after Background Check initiation. **Verification of your last employment is initiated only by post release.** On joining and successful completion of joining formalities including Background Verification, you will be issued a Letter of Appointment by Zones.

**Documents required:**

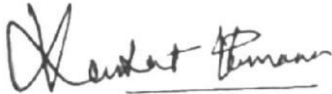
- a) Copy of a valid proof of residence (Permanent & Current). The acceptable proof of residence and Photo ID Card include but are not limited to Voters ID Card, Valid Driving License, and Valid Passport etc.
- b) Copy of your PAN Card as Photo Identity Proof.
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- c) In the unlikely event of relieving letter no been available- An undertaking on plain paper detailing that you have properly resigned from the services of your previous employer and that the previous employer has no outstanding claim on you.

Kindly return the duplicate copy of this letter of Offer duly signed, in token of having accepted the terms and your inclination to join on the said date.

**For Zones Corporate Solutions Pvt. Ltd.,**



**Venkat Ramana**

**Director - Human Resources**

**I accept & intend to join on**

**Deepak Pokhrel**

**Date: 24<sup>th</sup> December, 2022,**

**Mr. Dharmendra Sadhok Yadav**

**Bangalore**

**Subject: Offer Letter for the position of Service Desk**

Dear Mr., **Dharmendra Sadhok Yadav,**

Thank you for exploring career opportunities with **Zones Corporate Solutions (Zones)**. You have successfully completed our initial selection process and we are pleased to make you an offer of employment with our company.

This offer is based on your profile, relevant work experience and performance in the selection process. You have been selected for the subject position. Your **Gross CTC** including all benefits will be **INR 3,55,267/- (INR Three lakhs fifty-five thousand two hundred sixty-seven only) per annum**. Annexure-1 provides a break-up of the compensation package.

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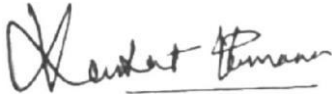
- a) Copy of a valid proof of residence (Permanent & Current). The acceptable proof of residence and Photo ID Card include but are not limited to Voters ID Card, Valid Driving License, and Valid Passport etc.
- b) Copy of your PAN Card as Photo Identity Proof.
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- f) Copy of resignation acceptance letter from current employer

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Kindly return the duplicate copy of this letter of Offer duly signed, in token of having accepted the terms and your inclination to join on the said date.

**For Zones Corporate Solutions Pvt. Ltd.,**



**Venkat Ramana**

**Director - Human Resources**

**I accept & intend to join on**

**Dharmendra Sadhok Yadav**



SINTEX-BAPL LTD.

(Formerly known as BRIGHT AUTOPLAST LIMITED) SINTE C-II, Sipcot Industrial Park, Irrungattukottai, Sriperumbudur - 602 105, Kancheepuram District.

Email :info@brightautoplast.com

## Offer Letter

Date: 24/12/2022

Dear Faruk Ahmed Kawari

Welcome to Sintex Group of companies Family!!!! .... !!!

With Reference to your application and subsequent interview with us

We are pleased to offer you for a position of "Graduate Engineer Trainee" (GET)

We are offering you Salary: 1.8Lacs /- CTC PA (CTC including Subsidy canteen & transportation deductions)

Your work location will be at Sintex - BAPL Ltd. CHENNAI PLANT -1  
C11 Sipcot Industrial Park Sriperumbudur Kanchipuram Dist Chennai - 602105.  
Irrungattukottai industrial area behind Hyundai plant LM:Behind Wipro Infrastructure engineering  
Contact Vijayan/Tamilarasan (HR Dept)

Date of joining: 12<sup>th</sup> June 2023

After successful completion of the probation and review thereof, you will be entitled to other allowances and benefits whatsoever as per policies of the Organization. Regular performance reviews will be done to assess your suitability.

At the date of joining following documents required:

1. Resume- 2 nos
2. 10<sup>th</sup> ,12th & BE/B Tech Mark sheets and certificates -2 nos
3. Passport Size Photographs- 3 No
4. Provisional certificate-2 nos
5. Aadhar card \_2 nos
6. Bank Details -2 nos



For Sintex Bright Autoplast ltd

Authorized Signatory

Regd Office : Abhijeet-I, 7th Floor, Mithakhali Six Road, Ellisbridge, Ahmedabad-380 006,  
Gujarat, India. Location : Pune I Sohna I Chennai I Hosu( Pithampur

[www.brightautoplast.com](http://www.brightautoplast.com)

CIN No: U25199GJ2007PLC051364



**TERRALOGIC**

June 13, 2023

**Gangadhar**

**Email- [m.gangadhar897@gmail.com](mailto:m.gangadhar897@gmail.com)**

**Dear Mr. Gangadhar,**

We would like to extend an offer of employment **Security Analyst**, at Terralogic Software Solutions Private Limited, which is located at 415, 4<sup>th</sup> 'C' Cross, industrial Layout, 5<sup>th</sup> Block, Koramangala, Bangalore - 560034.

Attached, please find an Employment Agreement that will explain the basic details of your employment.

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

Best Regards,

Darshika C  
HR Executive

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**Terralogic Software Solutions Private Limited**

Reg Office: #15,2<sup>nd</sup> Floor,4<sup>th</sup> 'C' Cross Industrial Layout, 5<sup>th</sup> Block, Koramangala Bangalore-560034

CIN:U72200KA2008PTC045010, Email: [info@terralogic.com](mailto:info@terralogic.com) , Website:<https://www.terralogic.com>



**TERRALOGIC**

June 13, 2023

**Gangadhar**

**Email- [m.gangadhar897@gmail.com](mailto:m.gangadhar897@gmail.com)**

**Dear Mr. Gangadhar,**

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**TERRALOGIC**

**June 13, 2023**

**Bharath H V**

**Email- [bharathhv97@gmail.com](mailto:bharathhv97@gmail.com)**

**Dear Bharath H V,**

**We would like to extend an offer of employment Security Analyst, at Terralogic Software Solutions Private Limited, which is located at 415. 4<sup>th</sup> 'C' Cross. industrial Layout, 5th Block, Koramangala, Bangalore - 560034.**

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**Darshika C**

**HR Executive**

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**Terra is Software Solutions Private Limited**

Reg Office: #15,2<sup>nd</sup> Floor,4<sup>th</sup> 'C' Cross Industrial Layout, 5<sup>th</sup> Block, Koramangala Bangalore-560034  
CIN:U72200KA2008PTC045010, Email: [info@terralogic.com](mailto:info@terralogic.com) , Website:<https://www.terralogic.com>



**TERRALOGIC**

June 13, 2023

**Kiran M C**

**Email- [mckiran1523@gmail.com](mailto:mckiran1523@gmail.com)**

**Dear Mr. Kiran M C,**

We would like to extend an offer of employment **Security Analyst**, at Terralogic Software Solutions Private Limited, which is located at 415, 4<sup>th</sup> 'C' Cross, industrial Layout, 5<sup>th</sup> Block, Koramangala, Bangalore - 560034.

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**HR Executive**

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**TERRALOGIC**

June 13, 2023

**Laxman Dhakal**

**Email- [dhakallaxman@gmail.com](mailto:dhakallaxman@gmail.com)**

**Dear Mr. Laxman Dhakal,**

We would like to extend an offer of employment **Security Analyst**, at Terralogic Software Solutions Private Limited, which is located at 415, 4<sup>th</sup> 'C' Cross, industrial Layout, 5<sup>th</sup> Block, Koramangala, Bangalore - 560034.

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HR Executive

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TERRALOGIC

June 13, 2023

Manikanta G

Email- [gmmmani169874@gmail.com](mailto:gmmmani169874@gmail.com)

Dear Mr. Manikanta G,

We would like to extend an offer of employment Security Analyst, at Terralogic Software Solutions Private Limited, which is located at 415, 4<sup>th</sup> 'C' Cross, industrial Layout, 5th Block, Koramangala, Bangalore - 560034.

Attached, please find an Employment Agreement that will explain the basic details of your employment.

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HR Executive

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**TERRALOGIC**

June 13, 2023

**Parth Singh**

**Email- [bharathhv97@gmail.com](mailto:bharathhv97@gmail.com)**

**Dear Mr. Parth Singh,**

We would like to extend an offer of employment **Security Analyst**, at Terralogic Software Solutions Private Limited, which is located at 415, 4<sup>th</sup> 'C' Cross, industrial Layout, 5<sup>th</sup> Block, Koramangala, Bangalore - 560034.

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CIN:U72200KA2008PTC045010, Email: [info@terralogic.com](mailto:info@terralogic.com), Website: <https://www.terralogic.com>



**TERRALOGIC**

June 13, 2023

**Prince Kumar Yadav**

**Email- [pricekumaryadav@gmail.com](mailto:pricekumaryadav@gmail.com)**

**Dear Prince Kumar Yadav,**

We would like to extend an offer of employment **Security Analyst**, at Terralogic Software Solutions Private Limited, which is located at 415, 4<sup>th</sup> 'C' Cross, industrial Layout, 5th Block, Koramangala, Bangalore - 560034.

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**TERRALOGIC**

June 13, 2023

**Sudip Chaudary**

**Email- [chaudary4589@gmail.com](mailto:chaudary4589@gmail.com)**

**Dear Sudip Chaudary,**

We would like to extend an offer of employment **Security Analyst**, at Terralogic Software Solutions Private Limited, which is located at 415, 4<sup>th</sup> 'C' Cross, industrial Layout, 5<sup>th</sup> Block, Koramangala, Bangalore - 560034.

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**Date: 24<sup>th</sup> December, 2022,**

**Ms. Jasminemary J**

**Bangalore**

**Subject: Offer Letter for the position of Service Desk**

Dear Ms., **Jasminemary J**

Thank you for exploring career opportunities with **Zones Corporate Solutions (Zones)**. You have successfully completed our initial selection process and we are pleased to make you an offer of employment with our company.

This offer is based on your profile, relevant work experience and performance in the selection process. You have been selected for the subject position. Your **Gross CTC** including all benefits will be **INR 3,55,267/- (INR Three lakhs fifty-five thousand two hundred sixty-seven only) per annum**. Annexure-1 provides a break-up of the compensation package.

To align the Earnings of an employee in line with the norms laid down by the government of India the total cost is broken into various components to provide the benefit of various relaxation allowed by the government. In view of the same the company retains the right to re-structure the components of your emoluments, while protecting the gross emolument value, as per the prevalent policies / change in policies as adopted by the company from time to time Any/all disputes subject to Jurisdiction of Delhi courts only.

As agreed, you shall report to the **Bangalore** office to assume your duties with the company on **June 10<sup>th</sup>, 2023, @ 10:00 AM IST**. On the joining day you shall report your presence to HR, who shall help you fulfil your joining formalities and introduce you to the relevant team members you will be working with. If you wish to join before the date mentioned above, kindly arrange to inform HR of your intent to do so at least 2 working days in advance of your intended joining date.

Please submit the following documents to HR within 5 days of your offer acceptance to keep the offer valid & enable the organization to initiate your background referral Check formalities. Your offer is subject to a positive background check An agency will check the credentials specified by you in the application form. The process is normally completed within 5 weeks after Background Check initiation. **Verification of your last employment is initiated only by post release.** On joining and successful completion of joining formalities including Background Verification, you will be issued a Letter of Appointment by Zones.

**Documents required:**

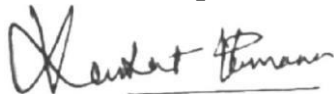
- a) Copy of a valid proof of residence (Permanent & Current). The acceptable proof of residence and Photo ID Card include but are not limited to Voters ID Card, Valid Driving License, and Valid Passport etc.
- b) Copy of your PAN Card as Photo Identity Proof.
- c) Copy of your Highest Education degree / Provisional Degree / Certificate
- d) Copy of Experience Certificate and Relieving Letter from all the previous employer(s)
- e) Copies of last three salary slips as issued by your previous employer Original slips would also be required for ascertaining authenticity at the time of joining.
- f) Copy of resignation acceptance letter from current employer

Your appointment with the company shall be governed by the terms and conditions mentioned in the Employee Handbook. At the time of joining, you will be required to submit the following documents.

- a) Two copies of Recent Passport size photographs, taken not more than 3 months prior to the date of joining.
- b) Copy of the Relieving letter from the previous employer.
- c) In the unlikely event of relieving letter no been available- An undertaking on plain paper detailing that you have properly resigned from the services of your previous employer and that the previous employer has no outstanding claim on you.

Kindly return the duplicate copy of this letter of Offer duly signed, in token of having accepted the terms and your inclination to join on the said date.

**For Zones Corporate Solutions Pvt. Ltd.,**



**Venkat Ramana**

**Director - Human Resources**

**I accept & intend to join on**

**Jasminemary J**

**Date: 24<sup>th</sup> December, 2022,**

**Ms. Jayashree S**

**Bangalore**

**Subject: Offer Letter for the position of Service Desk**

Dear Ms., **Jayashree S,**

Thank you for exploring career opportunities with **Zones Corporate Solutions (Zones)**. You have successfully completed our initial selection process and we are pleased to make you an offer of employment with our company.

This offer is based on your profile, relevant work experience and performance in the selection process. You have been selected for the subject position. Your **Gross CTC** including all benefits will be **INR 3,55,267/- (INR Three lakhs fifty-five thousand two hundred sixty-seven only) per annum**. Annexure-1 provides a break-up of the compensation package.

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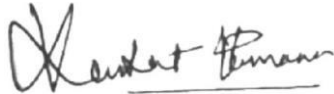
- a) Copy of a valid proof of residence (Permanent & Current). The acceptable proof of residence and Photo ID Card include but are not limited to Voters ID Card, Valid Driving License, and Valid Passport etc.
- b) Copy of your PAN Card as Photo Identity Proof.
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Kindly return the duplicate copy of this letter of Offer duly signed, in token of having accepted the terms and your inclination to join on the said date.

**For Zones Corporate Solutions Pvt. Ltd.,**



**Venkat Ramana**

**Director - Human Resources**

**I accept & intend to join on**

**Jayashree S**

**Date: 24<sup>th</sup> December, 2022,**

**Mr. Jayaswaruba G S**

**Bangalore**

**Subject: Offer Letter for the position of Service Desk**

Dear Mr., **Jayaswaruba G S.**

Thank you for exploring career opportunities with **Zones Corporate Solutions (Zones)**. You have successfully completed our initial selection process and we are pleased to make you an offer of employment with our company.

This offer is based on your profile, relevant work experience and performance in the selection process. You have been selected for the subject position. Your **Gross CTC** including all benefits will be **INR 3,55,267/- (INR Three lakhs fifty-five thousand two hundred sixty-seven only) per annum**. Annexure-1 provides a break-up of the compensation package.

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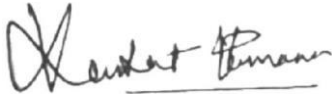
- a) Copy of a valid proof of residence (Permanent & Current). The acceptable proof of residence and Photo ID Card include but are not limited to Voters ID Card, Valid Driving License, and Valid Passport etc.
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Kindly return the duplicate copy of this letter of Offer duly signed, in token of having accepted the terms and your inclination to join on the said date.

**For Zones Corporate Solutions Pvt. Ltd.,**



**Venkat Ramana**

**Director - Human Resources**

**I accept & intend to join on**

**Jayaswaruba G S**

**Date: 24<sup>th</sup> December, 2022,**

**Mr. Jitendra Kohar**

**Bangalore**

**Subject: Offer Letter for the position of Service Desk .**

Dear Mr., **Jitendra Kohar,**

Thank you for exploring career opportunities with **Zones Corporate Solutions (Zones)**. You have successfully completed our initial selection process and we are pleased to make you an offer of employment with our company.

This offer is based on your profile, relevant work experience and performance in the selection process. You have been selected for the subject position. Your **Gross CTC** including all benefits will be **INR 3,55,267/- (INR Three lakhs fifty-five thousand two hundred sixty-seven only) per annum**. Annexure-1 provides a break-up of the compensation package.

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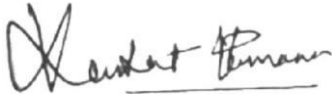
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Kindly return the duplicate copy of this letter of Offer duly signed, in token of having accepted the terms and your inclination to join on the said date.

**For Zones Corporate Solutions Pvt. Ltd.,**



**Venkat Ramana**

**Director - Human Resources**

**I accept & intend to join on  
Jitendra Kohar**

**Date: 24<sup>th</sup> December, 2022,**

**Mr. Kavi Kumar S**

**Bangalore**

**Subject: Offer Letter for the position of Service Desk**

Dear Mr., **Kavi Kumar S,**

Thank you for exploring career opportunities with **Zones Corporate Solutions (Zones)**. You have successfully completed our initial selection process and we are pleased to make you an offer of employment with our company.

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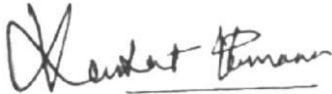
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Kindly return the duplicate copy of this letter of Offer duly signed, in token of having accepted the terms and your inclination to join on the said date.

**For Zones Corporate Solutions Pvt. Ltd.,**



**Venkat Ramana**

**Director - Human Resources**

**I accept & intend to join on**

**Kavi Kumar S**

**Date: 24<sup>th</sup> December, 2022,**

**Ms. Kavya G**

**Bangalore**

**Subject: Offer Letter for the position of Service Desk .**

Dear Ms., **Kavya G,**

Thank you for exploring career opportunities with **Zones Corporate Solutions (Zones)**. You have successfully completed our initial selection process and we are pleased to make you an offer of employment with our company.

This offer is based on your profile, relevant work experience and performance in the selection process. You have been selected for the subject position. Your **Gross CTC** including all benefits will be **INR 3,55,267/- (INR Three lakhs fifty-five thousand two hundred sixty-seven only) per annum**. Annexure-1 provides a break-up of the compensation package.

To align the Earnings of an employee in line with the norms laid down by the government of India the total cost is broken into various components to provide the benefit of various relaxation allowed by the government. In view of the same the company retains the right to re-structure the components of your emoluments, while protecting the gross emolument value, as per the prevalent policies / change in policies as adopted by the company from time to time Any/all disputes subject to Jurisdiction of Delhi courts only.

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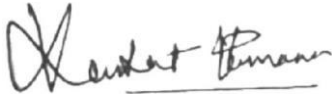
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Kindly return the duplicate copy of this letter of Offer duly signed, in token of having accepted the terms and your inclination to join on the said date.

**For Zones Corporate Solutions Pvt. Ltd.,**



**Venkat Ramana**

**Director - Human Resources**

**I accept & intend to join on**

**Kavya G**

**Date: 24<sup>th</sup> December, 2022,**

**Ms. Kavya M**

**Bangalore**

**Subject: Offer Letter for the position of Service Desk**

Dear Ms., **Kavya M,**

Thank you for exploring career opportunities with **Zones Corporate Solutions (Zones)**. You have successfully completed our initial selection process and we are pleased to make you an offer of employment with our company.

This offer is based on your profile, relevant work experience and performance in the selection process. You have been selected for the subject position. Your **Gross CTC** including all benefits will be **INR 3,55,267/- (INR Three lakhs fifty-five thousand two hundred sixty-seven only) per annum**. Annexure-1 provides a break-up of the compensation package.

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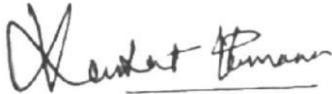
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Kindly return the duplicate copy of this letter of Offer duly signed, in token of having accepted the terms and your inclination to join on the said date.

**For Zones Corporate Solutions Pvt. Ltd.,**



**Venkat Ramana**

**Director - Human Resources**

**I accept & intend to join on**

**Kavya M**

**Date: 24<sup>th</sup> December, 2022,**

**Mr. Khajappa Biradar**

**Bangalore**

**Subject: Offer Letter for the position of Service Desk**

Dear Mr., **Khajappa Biradar,**

Thank you for exploring career opportunities with **Zones Corporate Solutions (Zones)**. You have successfully completed our initial selection process and we are pleased to make you an offer of employment with our company.

This offer is based on your profile, relevant work experience and performance in the selection process. You have been selected for the subject position. Your **Gross CTC** including all benefits will be **INR 3,55,267/- (INR Three lakhs fifty-five thousand two hundred sixty-seven only) per annum**. Annexure-1 provides a break-up of the compensation package.

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As agreed, you shall report to the **Bangalore** office to assume your duties with the company on **June 10<sup>th</sup>, 2023, @ 10:00 AM IST**. On the joining day you shall report your presence to HR, who shall help you fulfil your joining formalities and introduce you to the relevant team members you will be working with. If you wish to join before the date mentioned above, kindly arrange to inform HR of your intent to do so at least 2 working days in advance of your intended joining date.

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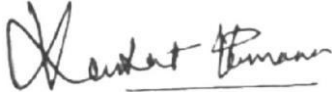
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Kindly return the duplicate copy of this letter of Offer duly signed, in token of having accepted the terms and your inclination to join on the said date.

**For Zones Corporate Solutions Pvt. Ltd.,**



**Venkat Ramana**

**Director - Human Resources**

**I accept & intend to join on**

**Khajappa Biradar**

**Date: 24<sup>th</sup> December, 2022,**

**Mr. Kousik Patra**

**Bangalore**

**Subject: Offer Letter for the position of Service Desk**

Dear Mr., **Kousik Patra,**

Thank you for exploring career opportunities with **Zones Corporate Solutions (Zones)**. You have successfully completed our initial selection process and we are pleased to make you an offer of employment with our company.

This offer is based on your profile, relevant work experience and performance in the selection process. You have been selected for the subject position. Your **Gross CTC** including all benefits will be **INR 3,55,267/- (INR Three lakhs fifty-five thousand two hundred sixty-seven only) per annum**. Annexure-1 provides a break-up of the compensation package.

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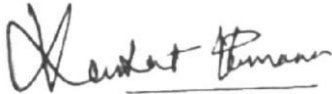
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**For Zones Corporate Solutions Pvt. Ltd.,**



**Venkat Ramana**

**Director - Human Resources**

**I accept & intend to join on**

**Kousik Patra**

**Date: 24<sup>th</sup> December, 2022,**

**Mr. Krishna Kumar**

**Bangalore**

**Subject: Offer Letter for the position of Service Desk**

Dear Mr., **Krishna Kumar,**

Thank you for exploring career opportunities with **Zones Corporate Solutions (Zones)**. You have successfully completed our initial selection process and we are pleased to make you an offer of employment with our company.

This offer is based on your profile, relevant work experience and performance in the selection process. You have been selected for the subject position. Your **Gross CTC** including all benefits will be **INR 3,55,267/- (INR Three lakhs fifty-five thousand two hundred sixty-seven only) per annum**. Annexure-1 provides a break-up of the compensation package.

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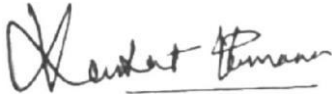
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**For Zones Corporate Solutions Pvt. Ltd.,**



**Venkat Ramana**

**Director - Human Resources**

**I accept & intend to join on**

**Krishna Kumar**



**TERRALOGIC**

June 13, 2023

**Sudip Chaudary**

**Email- [chaudary4589@gmail.com](mailto:chaudary4589@gmail.com)**

**Dear Sudip Chaudary,**

We would like to extend an offer of employment **Security Analyst**, at Terralogic Software Solutions Private Limited, which is located at 415, 4<sup>th</sup> 'C' Cross, industrial Layout, 5<sup>th</sup> Block, Koramangala, Bangalore - 560034.

Attached, please find an Employment Agreement that will explain the basic details of your employment.

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

Best Regards,

Darshika C  
HR Executive

---

**Terralogic Software Solutions Private Limited**

Reg Office: #15, 2<sup>nd</sup> Floor, 4<sup>th</sup> 'C' Cross Industrial Layout, 5<sup>th</sup> Block, Koramangala Bangalore-560034  
CIN:U72200KA2008PTC045010, Email: [info@terralogic.com](mailto:info@terralogic.com), Website: <https://www.terralogic.com>



SINTEX-BAPL LTD.

(Formerly known as BRIGHT AUTOPLAST LIMITED) SINTE C-II, Sipcot Industrial Park, Irrungattukottai, Sriperumbudur - 602 105, Kancheepuram District.

Email :info@brightautoplast.com

## Offer Letter

Date: 24/12/2022

Dear Leimapokpam Rohit Kumar Singh

Welcome to Sintex Group of companies Family!!!! .... !!!

With Reference to your application and subsequent interview with us

We are pleased to offer you for a position of "Graduate Engineer Trainee" (GET)

We are offering you Salary: 1.8Lacs /- CTC PA (CTC including Subsidy canteen & transportation deductions)

Your work location will be at Sintex - BAPL Ltd. CHENNAI PLANT -1  
C11 Sipcot Industrial Park Sriperumbudur Kanchipuram Dist Chennai - 602105.  
Irrungattukottai industrial area behind Hyundai plant LM:Behind Wipro Infrastructure engineering  
Contact Vijayan/Tamilarasan (HR Dept)

Date of joining: 12<sup>th</sup> June 2023

After successful completion of the probation and review thereof, you will be entitled to other allowances and benefits whatsoever as per policies of the Organization. Regular performance reviews will be done to assess your suitability.

At the date of joining following documents required:

1. Resume- 2 nos
2. 10<sup>th</sup> ,12<sup>th</sup> & BE/B Tech Mark sheets and certificates -2 nos
3. Passport Size Photographs- 3 No
4. Provisional certificate-2 nos
5. Aadhar card \_2 nos
6. Bank Details -2 nos



For Sintex Bright Autoplast ltd

Authorized Signatory

Regd Office : Abhijeet-I, 7th Floor, Mithakhali Six Road, Ellisbridge, Ahmedabad-380 006,  
Gujarat, India. Location : Pune I Sohna I Chennai I Hosu( Pithampur

[www.brightautoplast.com](http://www.brightautoplast.com)

CIN No: U25199GJ2007PLC051364



Capgemini Technology Services India Limited  
(Formerly known as IGATE Global Solutions Limited)  
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,  
Navi Mumbai 400708, Maharashtra, India.  
[www.capgemini.com/in-en](http://www.capgemini.com/in-en)

## Letter of Intent ("LOI")

Dear MARIA FAUSTINA RACHEL

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LoI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

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

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact [fresherhiring.in@capgemini.com](mailto:fresherhiring.in@capgemini.com)

Thanking you,

Yours Sincerely,

**For & On Behalf of Capgemini**

**Tejinder Sethi**

**Head - Fresher Hiring**

## **ANNEXURE 1**

**MARIA FAUSTINA RACHEL**  
**Analyst and A4**

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 3,00,000/- (Rupees Three Lakh only)**. **Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to INR 3,80,000/- (Rupees Three Lakh and Eighty Thousand only)**. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

**For & On Behalf of Capgemini**

**Tejinder Sethi**  
**Head - Fresher Hiring**

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Regd Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India



Capgemini Technology Services India Limited  
(Formerly known as IGATE Global Solutions Limited)  
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,  
Navi Mumbai 400708, Maharashtra, India.  
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121  
[www.capgemini.com/in-en](http://www.capgemini.com/in-en)

## Letter of Intent ("LOI")

Dear MAYUKH PAUL

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

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We look forward to hearing from you. Should you have any query, please do not hesitate to contact [fresherhiring.in@capgemini.com](mailto:fresherhiring.in@capgemini.com)

Thanking you,

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**For & On Behalf of Capgemini**

**Tejinder Sethi**

**Head - Fresher Hiring**

## **ANNEXURE 1**

**MAYUKH PAUL**  
**Analyst and A4**

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[www.capgemini.com/in-en](http://www.capgemini.com/in-en)

## Letter of Intent ("LOI")

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**For & On Behalf of Capgemini**

**Tejinder Sethi**

**Head - Fresher Hiring**

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## Letter of Intent ("LOI")

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SINTEX-BAPL LTD.

(Formerly known as BRIGHT AUTOPLAST LIMITED) SINTE C-II, Sipcot Industrial Park, Irrungattukottai, Sriperumbudur - 602 105, Kancheepuram District.

Email :info@brightautoplast.com

## Offer Letter

Date: 24/12/2022

Dear Mukund Bharadwaj M B

Welcome to Sintex Group of companies Family!!!! .... !!!

With Reference to your application and subsequent interview with us

We are pleased to offer you for a position of "Graduate Engineer Trainee" (GET)

We are offering you Salary: 1.8Lacs /- CTC PA (CTC including Subsidy canteen & transportation deductions)

Your work location will be at Sintex - BAPL Ltd. CHENNAI PLANT -1  
C11 Sipcot Industrial Park Sriperumbudur Kanchipuram Dist Chennai - 602105.  
Irrungattukottai industrial area behind Hyundai plant LM:Behind Wipro Infrastructure engineering  
Contact Vijayan/Tamilarasan (HR Dept)

Date of joining: 12<sup>th</sup> June 2023

After successful completion of the probation and review thereof, you will be entitled to other allowances and benefits whatsoever as per policies of the Organization. Regular performance reviews will be done to assess your suitability.

At the date of joining following documents required:

1. Resume- 2 nos
2. 10<sup>th</sup> ,12th & BE/B Tech Mark sheets and certificates -2 nos
3. Passport Size Photographs- 3 No
4. Provisional certificate-2 nos
5. Aadhar card \_2 nos
6. Bank Details -2 nos



For Sintex Bright Autoplast ltd

Authorized Signatory



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## Letter of Intent ("LOI")

Dear MUKUNDALA REVANTH KUMAR

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**Head - Fresher Hiring**

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Thanking you,

Yours Sincerely,

**For & On Behalf of Capgemini**

**Tejinder Sethi**

**Head - Fresher Hiring**

## **ANNEXURE 1**

**MUKUNDALA THANUJA**  
**Analyst and A4**

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 3,00,000/- (Rupees Three Lakh only)**. **Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to INR 3,80,000/- (Rupees Three Lakh and Eighty Thousand only)**. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

**For & On Behalf of Capgemini**

**Tejinder Sethi**  
**Head - Fresher Hiring**

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Regd Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India.

**Private & Confidential**

**6<sup>th</sup> JUNE 2023**

**Murali M**

Dear **Murali M**,

We are pleased to offer you employment in the position of Billing Analyst with Oracle India Private Limited, IDC ("Oracle"). Your base of operation is Bengaluru, India. This offer of employment is made based on India laws.

We offer you a starting compensation as detailed below payable over twelve (12) months. In addition, you will be eligible to participate in the standard bonus compensation plan relevant to your role and line of business.

<b>Components</b>	<b>Amount (INR) p.a</b>
<b>A. Basic salary</b>	342,000.00
<b>B. Flexible Benefit Plan (FBP) **</b>	418,000.00
<b>C. Annual Gross Pay AGP (A+B)</b>	760,000.00
<b>D. Company's contribution to PF</b>	41,040.00
<b>Total Gross (C+D)</b>	<b>801,040.00</b>

In addition to the above you will be eligible for Gratuity benefit in accordance with the statutory provisions governing payment of Gratuity which may be applicable at the time.

\*\* - Details of Flexible Benefit Plan is provided in the Annexure "*Employment Agreement & Employment Benefits*"

The Company may, at any time, review and/or restructure the Compensation Package.

This offer is our formal contract and must be read and accepted in conjunction with the Employment Agreement & Employment Benefits, Proprietary Agreement and Disclosure of interest.

In addition to these terms and conditions stated in the above documents, there are other company policies and procedures which you agree to observe and follow during your employment with Oracle. These company policies and procedures may be varied from time to time.

International transfers may be subject to a background check, depending on their function and location, and applicable laws and regulations, provided they did not go through the screening process when they were originally hired at Oracle. In some countries, local laws and regulations and local Oracle policy may prohibit the screening of merger and acquisition employees.

This offer of employment is contingent upon no adverse information being obtained during reference checking with previous employers, approval of your employment / immigration pass application (if applicable) and satisfactory completion of Oracle's pre-employment background screening process. If you fail any of the above checks, validation or approval, or do not cooperate or provide assistance in undergoing such checks, validation or approval process, this offer will immediately lapse without any claim against, or liability to Oracle.

Once all the information has been obtained and you have satisfactorily completed and passed Oracle's pre-employment background screening process, you will be advised of your commencement date. Upon commencement with Oracle, a final background check will be undertaken in respect of your former employment as may be applicable. In the event that you have provided incorrect, false or misleading information in relation to your former employment, your employment with Oracle will immediately be terminated without any notice.

In the event that you have commenced working for Oracle prior to completion of the background screening process, and have subsequently fail any of the checks, validation or approval, or have not co-operated or provided assistance in undergoing such checks, validation or approval process, your employment will be terminated with immediate effect without any claim against, or liability to Oracle.

If you are a Campus Hire, this offer is made with the explicit understanding that you will pass the qualifying examination in the first attempt and that you will not have any arrears till the final examination. In the event that you do not satisfy any of the aforesaid conditions, the Company may withdraw its offer of employment and revoke the appointment at any time without compensation. Your on board date will be at your Hiring Manager's discretion, and the Hiring Manager's decision will be final.

By accepting this offer you confirm that there are no contractual or other legal impediments which may prevent you commencing employment with the Company. Upon acceptance by you, this offer shall form the employment agreement between you and the Company.

New employees are inducted **every Monday/ Thursday beginning 9.30am**. You may therefore choose to commence on any Monday or Thursday based on prior confirmation. On your day of commencement you will be required to sign in all pages including Employment Agreement for our records, a copy of the offer and the Proprietary Information Agreement.

The letter of offer is valid for 2 weeks from the date hereof for conveying your acceptance and conditional on confirmation by you that you will commence employment on the date specified by your Manager Bridgette Ybarreta (unless agreed otherwise by your Manager).

This offer will automatically lapse if not accepted within 2 weeks from the date hereof.

Yours Sincerely,  
For and on behalf of Oracle India Private Limited, IDC



**Srihari Beldona**  
**Group Vice President - Human Resources**

**OFFER LETTER ACCEPTANCE:**

This offer is our formal contract and must be read and accepted in conjunction with the Employment Agreement & Employment Benefits and Proprietary Information Agreement. Those documents can be accessed via the hyperlinks and must be read prior to acceptance of this offer. You will also be required to complete a Disclosure of Interest form.

I acknowledge that I have read and understood the terms of this offer letter. I understand that as a pre-condition of my employment by Oracle, I will also be required to review and accept

- An Employment Agreement which, together with this offer letter, will constitute my formal contract of employment; and
- A separate Proprietary Information Agreement.

In addition to the terms and conditions stated in the above documents, there are other company policies and procedures which I agree to observe and follow during my employment with Oracle. These company policies and procedures may be varied from time to time at Oracle's discretion.

**Private & Confidential**

**6<sup>th</sup> JUNE 2023**

**Neha B S**

Dear **Neha**,

We are pleased to offer you employment in the position of Billing Analyst with Oracle India Private Limited, IDC ("Oracle"). Your base of operation is Bengaluru, India. This offer of employment is made based on India laws.

We offer you a starting compensation as detailed below payable over twelve (12) months. In addition, you will be eligible to participate in the standard bonus compensation plan relevant to your role and line of business.

<b>Components</b>	<b>Amount (INR) p.a</b>
<b>A. Basic salary</b>	342,000.00
<b>B. Flexible Benefit Plan (FBP) **</b>	418,000.00
<b>C. Annual Gross Pay AGP (A+B)</b>	760,000.00
<b>D. Company's contribution to PF</b>	41,040.00
<b>Total Gross (C+D)</b>	<b>801,040.00</b>

In addition to the above you will be eligible for Gratuity benefit in accordance with the statutory provisions governing payment of Gratuity which may be applicable at the time.

\*\* - Details of Flexible Benefit Plan is provided in the Annexure "*Employment Agreement & Employment Benefits*"

The Company may, at any time, review and/or restructure the Compensation Package.

This offer is our formal contract and must be read and accepted in conjunction with the Employment Agreement & Employment Benefits, Proprietary Agreement and Disclosure of interest.

In addition to these terms and conditions stated in the above documents, there are other company policies and procedures which you agree to observe and follow during your employment with Oracle. These company policies and procedures may be varied from time to time.

International transfers may be subject to a background check, depending on their function and location, and applicable laws and regulations, provided they did not go through the screening process when they were originally hired at Oracle. In some countries, local laws and regulations and local Oracle policy may prohibit the screening of merger and acquisition employees.

This offer of employment is contingent upon no adverse information being obtained during reference checking with previous employers, approval of your employment / immigration pass application (if applicable) and satisfactory completion of Oracle's pre-employment background screening process. If you fail any of the above checks, validation or approval, or do not cooperate or provide assistance in undergoing such checks, validation or approval process, this offer will immediately lapse without any claim against, or liability to Oracle.

Once all the information has been obtained and you have satisfactorily completed and passed Oracle's pre-employment background screening process, you will be advised of your commencement date. Upon commencement with Oracle, a final background check will be undertaken in respect of your former employment as may be applicable. In the event that you have provided incorrect, false or misleading information in relation to your former employment, your employment with Oracle will immediately be terminated without any notice.

In the event that you have commenced working for Oracle prior to completion of the background screening process, and have subsequently fail any of the checks, validation or approval, or have not co-operated or provided assistance in undergoing such checks, validation or approval process, your employment will be terminated with immediate effect without any claim against, or liability to Oracle.

If you are a Campus Hire, this offer is made with the explicit understanding that you will pass the qualifying examination in the first attempt and that you will not have any arrears till the final examination. In the event that you do not satisfy any of the aforesaid conditions, the Company may withdraw its offer of employment and revoke the appointment at any time without compensation. Your on board date will be at your Hiring Manager's discretion, and the Hiring Manager's decision will be final.

By accepting this offer you confirm that there are no contractual or other legal impediments which may prevent you commencing employment with the Company. Upon acceptance by you, this offer shall form the employment agreement between you and the Company.

New employees are inducted **every Monday/ Thursday beginning 9.30am**. You may therefore choose to commence on any Monday or Thursday based on prior confirmation. On your day of commencement you will be required to sign in all pages including Employment Agreement for our records, a copy of the offer and the Proprietary Information Agreement.

The letter of offer is valid for 2 weeks from the date hereof for conveying your acceptance and conditional on confirmation by you that you will commence employment on the date specified by your Manager Bridgette Ybarreta (unless agreed otherwise by your Manager).

This offer will automatically lapse if not accepted within 2 weeks from the date hereof.

Yours Sincerely,  
For and on behalf of **Oracle India Private Limited, IDC**



**Srihari Beldona**  
**Group Vice President - Human Resources**

**OFFER LETTER ACCEPTANCE:**

This offer is our formal contract and must be read and accepted in conjunction with the Employment Agreement & Employment Benefits and Proprietary Information Agreement. Those documents can be accessed via the hyperlinks and must be read prior to acceptance of this offer. You will also be required to complete a Disclosure of Interest form.

I acknowledge that I have read and understood the terms of this offer letter. I understand that as a pre-condition of my employment by Oracle, I will also be required to review and accept

- An Employment Agreement which, together with this offer letter, will constitute my formal contract of employment; and
- A separate Proprietary Information Agreement.

In addition to the terms and conditions stated in the above documents, there are other company policies and procedures which I agree to observe and follow during my employment with Oracle. These company policies and procedures may be varied from time to time at Oracle's discretion.

**Private & Confidential**

**6<sup>th</sup> JUNE 2023**

**Nikhil**

Dear **Nikhil**,

We are pleased to offer you employment in the position of Billing Analyst with Oracle India Private Limited, IDC ("Oracle"). Your base of operation is Bengaluru, India. This offer of employment is made based on India laws.

We offer you a starting compensation as detailed below payable over twelve (12) months. In addition, you will be eligible to participate in the standard bonus compensation plan relevant to your role and line of business.

<b>Components</b>	<b>Amount (INR) p.a</b>
<b>A. Basic salary</b>	342,000.00
<b>B. Flexible Benefit Plan (FBP) **</b>	418,000.00
<b>C. Annual Gross Pay AGP (A+B)</b>	760,000.00
<b>D. Company's contribution to PF</b>	41,040.00
<b>Total Gross (C+D)</b>	<b>801,040.00</b>

In addition to the above you will be eligible for Gratuity benefit in accordance with the statutory provisions governing payment of Gratuity which may be applicable at the time.

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The Company may, at any time, review and/or restructure the Compensation Package.

This offer is our formal contract and must be read and accepted in conjunction with the Employment Agreement & Employment Benefits, Proprietary Agreement and Disclosure of interest.

In addition to these terms and conditions stated in the above documents, there are other company policies and procedures which you agree to observe and follow during your employment with Oracle. These company policies and procedures may be varied from time to time.

International transfers may be subject to a background check, depending on their function and location, and applicable laws and regulations, provided they did not go through the screening process when they were originally hired at Oracle. In some countries, local laws and regulations and local Oracle policy may prohibit the screening of merger and acquisition employees.

This offer of employment is contingent upon no adverse information being obtained during reference checking with previous employers, approval of your employment / immigration pass application (if applicable) and satisfactory completion of Oracle's pre-employment background screening process. If you fail any of the above checks, validation or approval, or do not cooperate or provide assistance in undergoing such checks, validation or approval process, this offer will immediately lapse without any claim against, or liability to Oracle.

Once all the information has been obtained and you have satisfactorily completed and passed Oracle's pre-employment background screening process, you will be advised of your commencement date. Upon commencement with Oracle, a final background check will be undertaken in respect of your former employment as may be applicable. In the event that you have provided incorrect, false or misleading information in relation to your former employment, your employment with Oracle will immediately be terminated without any notice.

In the event that you have commenced working for Oracle prior to completion of the background screening process, and have subsequently fail any of the checks, validation or approval, or have not co-operated or provided assistance in undergoing such checks, validation or approval process, your employment will be terminated with immediate effect without any claim against, or liability to Oracle.

If you are a Campus Hire, this offer is made with the explicit understanding that you will pass the qualifying examination in the first attempt and that you will not have any arrears till the final examination. In the event that you do not satisfy any of the aforesaid conditions, the Company may withdraw its offer of employment and revoke the appointment at any time without compensation. Your on board date will be at your Hiring Manager's discretion, and the Hiring Manager's decision will be final.

By accepting this offer you confirm that there are no contractual or other legal impediments which may prevent you commencing employment with the Company. Upon acceptance by you, this offer shall form the employment agreement between you and the Company.

New employees are inducted **every Monday/ Thursday beginning 9.30am**. You may therefore choose to commence on any Monday or Thursday based on prior confirmation. On your day of commencement you will be required to sign in all pages including Employment Agreement for our records, a copy of the offer and the Proprietary Information Agreement.

The letter of offer is valid for 2 weeks from the date hereof for conveying your acceptance and conditional on confirmation by you that you will commence employment on the date specified by your Manager Bridgette Ybarreta (unless agreed otherwise by your Manager).

This offer will automatically lapse if not accepted within 2 weeks from the date hereof.

Yours Sincerely,  
For and on behalf of **Oracle India Private Limited, IDC**



**Srihari Beldona**  
**Group Vice President - Human Resources**

**OFFER LETTER ACCEPTANCE:**

This offer is our formal contract and must be read and accepted in conjunction with the Employment Agreement & Employment Benefits and Proprietary Information Agreement. Those documents can be accessed via the hyperlinks and must be read prior to acceptance of this offer. You will also be required to complete a Disclosure of Interest form.

I acknowledge that I have read and understood the terms of this offer letter. I understand that as a pre-condition of my employment by Oracle, I will also be required to review and accept

- An Employment Agreement which, together with this offer letter, will constitute my formal contract of employment; and
- A separate Proprietary Information Agreement.

In addition to the terms and conditions stated in the above documents, there are other company policies and procedures which I agree to observe and follow during my employment with Oracle. These company policies and procedures may be varied from time to time at Oracle's discretion.

Ref No: 27768574  
08-Jan-2024



Darshan K R

Dear **Darshan**,

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of **Process Executive - Data** with **Cognizant Technology Solutions India Private Limited** ("**Cognizant**"). Your place of posting will be **Chennai**.

Your annual total compensation will be **INR 220,001**. Please see **Compensation and Benefits** for additional details on your compensation. Cognizant has considered **0 months** of your experience as relevant in this offer, which will be kept up-to-date in our records.

Your appointment will be governed by the terms and conditions of employment presented in **Employment Agreement**, as well as any rules, regulations and practices currently in place at the time of employment.

We request that you join us on or before **10-Jan-2024**.


Please note:

- This offer is subject to satisfactory professional reference checks
- This offer is valid for three (3) months from the date of offer. Any extension shall be at the discretion of Cognizant and shall be communicated to you in writing
- Prior to beginning work with Cognizant, you must provide evidence of your right to work in India and other documentation requested by Cognizant

We are delighted to welcome you to the team! You are joining Cognizant at an exciting time, and we know your fresh thinking and expertise will help us accomplish great things.

If you have any further questions or need clarification on this offer, please feel free to contact us.

Best regards,  
For **Cognizant Technology Solutions India Private Limited** ("**Cognizant**"),



Shibu Balakrishnan  
**AVP – HR**

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

Signature:



Date: 10/01/2024



### Compensation and Benefits

Name: Darshan K R

Designation: Process Executive - Data

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA*	2600	31,200
3	Company's contribution of PF #	1471.428571	17,657
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	5294	63,528
6	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	468	5,616
<b>Annual Gross Compensation</b>			<b>220,001</b>
<b>Annual Total Compensation</b>			<b>220,001</b>
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
<b>Annual Total Remuneration</b>			<b>239,501</b>

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

- Floating medical insurance coverage
- Round-the-clock group personal accident insurance coverage
- Group term life insurance coverage
- Employees' compensation insurance benefit as per the Employee's Compensation Act
- Gratuity on separation after four (4) years and 240 calendar days of continuous service, payable as per the Payment of Gratuity Act

#### Leave and vacation:

- From your date of joining, you will be entitled to the following leave amounts as per your eligibility in line with statutory requirements. Leaves require manager approval in advance.

#### Category of Leave

- Earned Leave – 18 days
- Sick Leave – 12 days
- Casual Leave – 6 days

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit (Amendment) Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the India Leave Policy.

#### # Provident Fund Wages:

For the purpose of computing contributions to the Provident Fund, Pension Fund and EDLI

Scheme, "Monthly Gross Salary" as stated in "Compensation and Benefits" of this letter, excluding "Advance Statutory Bonus" and "House Rent Allowance," will be considered. This does not include payments made through "Special Payout.

Determination of PF wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser.

#### **Employee State Insurance (ESI):**

Eligible Wages Eligibility for ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF and ESI contribution from the monthly Gross Compensation (AGC/12) as stated in Compensation and Benefits of this letter.

Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an associate in a particular month, including any recurring (or) ad hoc special payouts during the month.

ESI contribution shall continue until the end of the contribution period (April – September and October – March), if the associate contributes for at least one month in the contribution period.

#### **\* Flexible Benefit Plan:**

Your compensation has been structured to ensure that you can apportion components of your salary to suit your individual preferences. This plan will enable you to

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

**#\* Advance Statutory Bonus** is in line with the provisions of the Payment of Bonus Act

#### **Note:**

- Any statutory revision of Provident Fund/ESI contribution or any other similar statutory benefits will result in a change in the net take-home salary. The Annual Gross Compensation will remain the same
- Cognizant has made this offer in good faith after expending significant time and resources during the hiring process. We hope you will join us, but recognize your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you decide not to join us after signing the offer letter, Cognizant reserves the right not to consider you for future career opportunities with the company. We look forward to welcoming you to Cognizant

#### **Employment Agreement – Cognizant Technology Solutions India Private Limited**

This Employment Agreement ("Agreement") is made effective as of 08-Jan-2024 between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant," which shall, unless counter to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Darshan K R, 21 (Age), residing at 07, Near ragalevi school, varthur Bangalore

Regd Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097

*Darshan K R*  
-560087

(hereinafter referred to as "you," "your" or "yourself," which shall, unless counter to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party."

#### RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

### 1. Duties and Responsibilities

a) You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honor and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.

b) Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.

c) You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

### 2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirements. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

### 3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

#### 4. Confidentiality

- a) During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties (with which the Company has any dealings), which are private, business sensitive, confidential and/or proprietary (together, "Confidential Information"). You are obliged to keep this Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
- b) Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such a breach. The obligations imposed upon you under this clause 4 will survive even after cessation of your employment with the Company.
- c) You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
- d) You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
- e) You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, suppliers or any third parties.
- f) You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
- g) The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

#### 5. Data Protection

By signing below,

- a) you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
- b) you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
- c) you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
- d) you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
- e) you acknowledge and agree that the Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

#### 6. Work Schedule

a) The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be communicated to you.

b) The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in accordance with any applicable laws currently in place. Any changes to be made to the above work timing or days shall be made by the Company at its sole discretion and notified to you in advance.

c) The Company may also require you to work on a shift basis. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. Shift timing may change from time to time as per any Company policy, and will be communicated to you in advance.

d) Your working hours shall be monitored by the Company through appropriate systems and processes, as updated from time to time. You are expected to comply with these processes and policies at all times.

## **7. Background Check**

Your employment with Cognizant is conditional and subject to satisfactory background and reference checks in line with Company policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to a satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, if your background verification report is found to be unfavorable or unsuccessful after you join the Company, the Company reserves the right to terminate your employment.

## **8. Compliance with Company Policies**

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

- i. IP Assignment Agreement
- ii. Code of Business Ethics
- iii. Acceptable Use Policy and Social Media Policy
- iv. Dress Code Policy

Additionally, you will be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and that are not specifically mentioned in this Agreement. The applicable rules/processes/procedures/policies are available on the Company's intranet and you are expected to go through them carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines or processes, please reach out to your HR talent manager. It is your responsibility stay informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

## **9. Non-Compete and Non-Solicit Restrictions**

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

## 10. Representations and Warranties

By signing below,

- a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
- b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity (ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the Company;
- c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and
- d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

## 11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

## 12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to client needs, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/training and up-skilling opportunities. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

### 13. Unauthorized Absence

If you are absent from work for a continuous period of three (3) days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

### 14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

### 15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period.

You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from employment with the Company, the Company may at its sole discretion allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.

b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, embezzlement, misappropriation, misuse or causing damage to the Company's assets/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company
- Violation of non-disparagement obligations
- Conduct regarded by the Company as prejudicial to its own interests or to the interests of its client

### 16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation/International Employment Agreement(s) of the specific country, based on the policies of the Company.

### 17. Survival

Clauses 4, 5, 9 and 11 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

## 18. Dispute Resolution and Governing law

The Parties shall make our best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

## 19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by the Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning the Company, its affiliates and their employees, contractors or clients without the Company's prior written consent, and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of the Company and its affiliates and their employees, contractors or clients.

This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.

IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

**Cognizant Technology Solutions India Private Limited**

**Darshan K R**



Shibu Balakrishnan

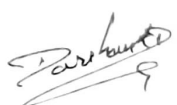
**AVP – HR**

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

Signature:



Date: 10/01/2024





**TERRALOGIC**

June 13, 2023

**Parth Singh**

**Email- [bharathhv97@gmail.com](mailto:bharathhv97@gmail.com)**

**Dear Mr. Parth Singh,**

We would like to extend an offer of employment **Security Analyst**, at Terralogic Software Solutions Private Limited, which is located at 415, 4<sup>th</sup> 'C' Cross, industrial Layout, 5th Block, Koramangala, Bangalore - 560034.

Attached, please find an Employment Agreement that will explain the basic details of your employment.

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

Best Regards,

Darshika C  
HR Executive

---

**Terralogic is Software Solutions Private Limited**

Reg Office: #15,2<sup>nd</sup> Floor,4<sup>th</sup> 'C' Cross Industrial Layout, 5<sup>th</sup> Block, Koramangala Bangalore-560034

CIN:U72200KA2008PTC045010, Email: [info@terralogic.com](mailto:info@terralogic.com) , Website:<https://www.terralogic.com>



SINTEX-BAPL LTD.

(Formerly known as BRIGHT AUTOPLAST LIMITED) SINTE C-II, Sipcot Industrial Park, Irrungattukottai, Sriperumbudur - 602 105, Kancheepuram District.

Email :info@brightautoplast.com

## Offer Letter

Date: 24/12/2022

Dear Prashanth S

Welcome to Sintex Group of companies Family!!!! .... !!!

With Reference to your application and subsequent interview with us

We are pleased to offer you for a position of "Graduate Engineer Trainee" (GET)

We are offering you Salary: 1.8Lacs /- CTC PA (CTC including Subsidy canteen & transportation deductions)

Your work location will be at Sintex - BAPL Ltd. CHENNAI PLANT -1  
C11 Sipcot Industrial Park Sriperumbudur Kanchipuram Dist Chennai - 602105.  
Irrungattukottai industrial area behind Hyundai plant LM:Behind Wipro Infrastructure engineering  
Contact Vijayan/Tamilarasan (HR Dept)

Date of joining: 12<sup>th</sup> June 2023

After successful completion of the probation and review thereof, you will be entitled to other allowances and benefits whatsoever as per policies of the Organization. Regular performance reviews will be done to assess your suitability.

At the date of joining following documents required:

1. Resume- 2 nos
2. 10<sup>th</sup> ,12<sup>th</sup> & BE/B Tech Mark sheets and certificates -2 nos
3. Passport Size Photographs- 3 No
4. Provisional certificate-2 nos
5. Aadhar card \_2 nos
6. Bank Details -2 nos



For Sintex Bright Autoplast ltd

Authorized Signatory



**Offer: Computer Consultancy**

**Date: 26/11/2021**

Mr. Rahul Kumar

Bti Boys Hostel Off Sarjahpur Road Kodathi Bangalore 560035 Sarjapur Road,  
Bangalore Technological Institute,  
Bangalore-560035,  
Karnataka.

Dear Rahul Kumar

**Sub: Letter of Offer**

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

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

Your gross salary including all benefits will be **3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

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**TCSL/DT20218015942**

**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



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

## **COMPENSATION AND BENEFITS**

### **BASIC SALARY**

You will be eligible for a basic salary of **14,784/-** per month.

### **BOUQUET OF BENEFITS (BoB)**

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

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

#### **1. House Rent Allowance (HRA)**

Your HRA will be **5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

#### **2. Leave Travel Allowance**

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

#### **3. Food Card**

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



## **PERFORMANCE PAY**

### **Monthly Performance Pay**

You will receive a monthly performance pay of **1,700/-**. 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.

### **Quarterly Variable Allowance**

Your variable allowance will be **600/-** 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 TCS Xplore 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.

## **XPLORE/ LEARNING INCENTIVES**

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

## **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 6,000/- per insured person per annum and basic hospitalization expenses up to 2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining 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 dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for 12, 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.

## Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

## 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.

## Loans

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

## 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 (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. 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. Pre requisites for Joining**

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



Mr. RAHUL KUMAR SAH  
PA2061197  
QS-DEW-1212

**Sub: Employment Offer**

Dear Mr. RAHUL KUMAR SAH,

With reference to your application and subsequent interview you had with us, we are pleased to offer you an employment in our organization as per the following terms and conditions:

**1. Designation & Assignment**

You are designated as **ENGINEER TRAINEE/PERMIT RECEIVER (Grade - S1)**. Your current assignment and place of posting shall be in the State of Qatar. You are liable to work for any Danem Group of companies within GCC, if required.

**2. Period Of Contract / Date of Joining**

The period of Contract shall be unlimited from the date of joining, unless terminated as per terms of this offer. You are expected to join the services of the Company at the earliest on issuance of this letter of offer.

**3. Compensation & Benefits**

a) **Monthly Salary:**

You will be paid a monthly salary of QAR 2000.00 (Qatar Riyal Two Thousand Only), break-up as below:

Basic : QAR 1700.00 (Qatar Riyal One Thousand Seven Hundred Only) per month.  
Allowance : QAR 300.00 (Qatar Riyal Three Hundred Only) per month.

- b) **Annual Leave:** 30 days paid leave (calculated as per last basic salary) after completion of every year of continuous employment with the company.
- c) **Air Passage:** For Self-Doha-Nepal-Doha shall be provided by the company after completion of every year of continuous employment with the company.
- d) **Accommodation:** The Company shall provide free air conditioned bachelor status sharing accommodation.
- e) **Mobile Allowance:** Company will provide CUG (Closed User Group) SIM card for official communication.
- f) **Food:** It will be under the employee's scope.
- g) **Transportation:** will be provided by the company.
- h) **Gratuity / End of Service Benefit:** As per prevailing Qatar law.
- i) **Insurance / Medical:** Insurance will be provided by the company.
- j) **Performance Linked Bonus:** As per the discretion of management based on work performance and cost savings made during each period.

**4. Probation:**

You will be on probation for a period of six months, during which period your services are liable to be terminated by giving 3 days' notice period.

\$



**5. Resignation / Termination**

The services of the employee may be terminated at any time after the probationary period by giving one month notice for the first two years of employment. After two years of employment, the notice period shall be two months or basic salary in lieu thereof by either party.

**6. Working Hours**

The normal working hours are 8 hours a day, 48 hours a week. Any extra worked hours by the employee over and above due to job necessities are covered by an allowance paid by the company as included in the above agreed total remuneration.

**7. Quarantine (As per Covid-19 Guidelines)**

During the quarantine period (Duration will be based on the Government Declarations at that time), company shall provide Food & Accommodation at free of cost. During this period, employees shall not be eligible for any salary or other allowances. During the quarantine period or thereafter, if you tested as Covid positive you will be isolated/ quarantined as per the prevailing Covid-19 protocol. During such extended quarantine/ isolation period (if any), the above terms of this clause will in force and prevail till you tested negative and resuming in duty.

**8. Medical Fitness**

Your appointment, confirmation and continuation of employment will be subject to being medically fit by the company's medical consultants or appropriate authorities from time to time.

**9. Verification of Testimonials**

Your appointment will be subject to verification/validation of documents including certificates on educational qualification, experience, skill set etc., as applicable. If any of the documents or information given in the application is found to be false and/or incorrect, the company is entitled to terminate the employment and deport at your cost.

**10. Immigration**

Your appointment, confirmation and continuation of employment will be subject to being issued with a relevant visa and work permit by appropriate Government authorities.

We welcome you to our organization and look forward to having a mutually beneficial association.

Please return a duplicate of this letter duly signed as an acknowledgement of acceptance of contract with the above terms & conditions in 3 days.

Yours faithfully,

**For Danem Engineering Works,**

**Jimmy Daniel John**  
Executive Director

**Acceptance**

I hereby accept the appointment on the above terms and conditions.



داتم للأعمال الهندسية ذ.م.م  
DANEM ENGINEERING WORKS (W.L.L)

To,  
M/s Danem Engineering Works  
Doha, Qatar.

الموضوع : إقرار شخصي للمهارة والكفاءة والتعهد بالعودة إلى الوطن على نفقتك الخاصة.  
عزيزي السيد،

أنا RAHUL KUMAR SAHA ، حامل جواز السفر الهندي رقم PA2061197 ، مقيم في ..... (العنوان) .. ،  
أؤكد بموجبه أنني ماهر ومختص ENGINEER TRAINEE/PERMIT RECEIVER ، وأؤكد أنني سأثبت كفاءتي وكفاءتي في  
المهام الخاصة بي خلال فترة خدمتي في مجموعة دانم.  
أتعهد بموجب هذا أنه إذا لم أكن بارعاً / مؤهلاً للتجارة التي قمت بتعيينها ووجد أن أدائي ضعيف ولا يتوافق مع متطلبات الشركة ، فأنا  
أقبل بتحمل جميع نفقات التعويض (تكلفة تذكرة الطيران) إلى الهند من .....

**Sub.: Self Affidavit for Skill and Competency and Undertaking for repatriation at own cost.**

Dear Sir,

I RAHUL KUMAR SAH, holder of Nepal Passport No PA2061197, a resident of .....(address)....., hereby confirm that I am a proficient and competent ENGINEER TRAINEE/PERMIT RECEIVER, and I assure that I will prove my proficiency and competency in my assignments during my service period at Danem group.

I hereby undertake that if I am not proficient/competent for the trade which I assigned and my performance is found poor and not matching with the company's requirement, I accept to bear all my reparation expenses (Air Ticket, Visa Cost) to Nepal from Qatar.

Yours Truly,

Signature:

Full Name:

Designation:

PP No.:

Thumb Impression

Witnessed By;

Agency:

Name:

Signature:

9



**Offer: Computer Consultancy**  
**Ref: TCSL/DT20218015942/Bangalore**  
**Date: 26/11/2021**

Mr. Saikat Chowdhury  
Bti Boys Hostel Off Sarjahpur Road Kodathi Bangalore 560035 Sarjapur Road,  
Bangalore Technological Institute,  
Bangalore-560035,  
Karnataka.

Dear Saikat Chowdhury,

**Sub: Letter of Offer**

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

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

Your gross salary including all benefits will be **3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

**TCS Confidential**  
**TCSL/DT20218015942**

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



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

## **COMPENSATION AND BENEFITS**

### **BASIC SALARY**

You will be eligible for a basic salary of **14,784/-** per month.

### **BOUQUET OF BENEFITS (BoB)**

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

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

#### **1. House Rent Allowance (HRA)**

Your HRA will be **5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

#### **2. Leave Travel Allowance**

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

#### **3. Food Card**

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



## **PERFORMANCE PAY**

### **Monthly Performance Pay**

You will receive a monthly performance pay of **1,700/-**. 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.

### **Quarterly Variable Allowance**

Your variable allowance will be **600/-** 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 TCS Xplore Programme.

## **CITY ALLOWANCE**

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## **XPLORE/ LEARNING INCENTIVES**

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

## **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:

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## 1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to 6,000/- per insured person per annum and basic hospitalization expenses up to 2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining 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 dependents will be automatically covered under Higher Hospitalisation benefits.

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## **RETIRALS**

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

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Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. 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.

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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.

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**Offer: Computer Consultancy**  
**Ref: TCSL/DT20218015942/Bangalore**  
**Date: 26/11/2021**

Mr. Rakesh G  
Bti Boys Hostel Off Sarjahpur Road Kodathi Bangalore 560035 Sarjahpur Road,  
Bangalore Technological Institute,  
Bangalore-560035,  
Karnataka.

Dear Rakesh G,

**Sub: Letter of Offer**

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

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

Your gross salary including all benefits will be **3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

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

## **COMPENSATION AND BENEFITS**

### **BASIC SALARY**

You will be eligible for a basic salary of **14,784/-** per month.

### **BOUQUET OF BENEFITS (BoB)**

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

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

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**Date: 24<sup>th</sup> December, 2022,**

**Ms. Rakshika N**

**Bangalore**

**Subject: Offer Letter for the position of Service Desk**

Dear Ms, **Rakshika N**

Thank you for exploring career opportunities with **Zones Corporate Solutions (Zones)**. You have successfully completed our initial selection process and we are pleased to make you an offer of employment with our company.

This offer is based on your profile, relevant work experience and performance in the selection process. You have been selected for the subject position. Your **Gross CTC** including all benefits will be **INR 3,55,267/- (INR Three lakhs fifty-five thousand two hundred sixty-seven only) per annum**. Annexure-1 provides a break-up of the compensation package.

To align the Earnings of an employee in line with the norms laid down by the government of India the total cost is broken into various components to provide the benefit of various relaxation allowed by the government. In view of the same the company retains the right to re-structure the components of your emoluments, while protecting the gross emolument value, as per the prevalent policies / change in policies as adopted by the company from time to time Any/all disputes subject to Jurisdiction of Delhi courts only.

As agreed, you shall report to the **Bangalore** office to assume your duties with the company on **June 10<sup>th</sup>, 2023, @ 10:00 AM IST**. On the joining day you shall report your presence to HR, who shall help you fulfil your joining formalities and introduce you to the relevant team members you will be working with. If you wish to join before the date mentioned above, kindly arrange to inform HR of your intent to do so at least 2 working days in advance of your intended joining date.

Please submit the following documents to HR within 5 days of your offer acceptance to keep the offer valid & enable the organization to initiate your background referral Check formalities. Your offer is subject to a positive background check An agency will check the credentials specified by you in the application form. The process is normally completed within 5 weeks after Background Check initiation. **Verification of your last employment is initiated only by post release.** On joining and successful completion of joining formalities including Background Verification, you will be issued a Letter of Appointment by Zones.

**Documents required:**

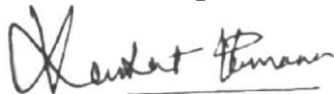
- a) Copy of a valid proof of residence (Permanent & Current). The acceptable proof of residence and Photo ID Card include but are not limited to Voters ID Card, Valid Driving License, and Valid Passport etc.
- b) Copy of your PAN Card as Photo Identity Proof.
- c) Copy of your Highest Education degree / Provisional Degree / Certificate
- d) Copy of Experience Certificate and Relieving Letter from all the previous employer(s)
- e) Copies of last three salary slips as issued by your previous employer Original slips would also be required for ascertaining authenticity at the time of joining.
- f) Copy of resignation acceptance letter from current employer

Your appointment with the company shall be governed by the terms and conditions mentioned in the Employee Handbook. At the time of joining, you will be required to submit the following documents.

- a) Two copies of Recent Passport size photographs, taken not more than 3 months prior to the date of joining.
- b) Copy of the Relieving letter from the previous employer.
- c) In the unlikely event of relieving letter no been available- An undertaking on plain paper detailing that you have properly resigned from the services of your previous employer and that the previous employer has no outstanding claim on you.

Kindly return the duplicate copy of this letter of Offer duly signed, in token of having accepted the terms and your inclination to join on the said date.

**For Zones Corporate Solutions Pvt. Ltd.,**



**Venkat Ramana**

**Director - Human Resources**

**I accept & intend to join on**

**Rakshika N**



**Offer: Computer Consultancy**

**Date: 26/11/2021**

Mr. Ramesh R

Bti Boys Hostel Off Sarjahpur Road Kodathi Bangalore 560035 Sarjahpur Road,  
Bangalore Technological Institute,  
Bangalore-560035,  
Karnataka.

Dear Ramesh R,

**Sub: Letter of Offer**

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

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

Your gross salary including all benefits will be **3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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**1**

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

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To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



**Offer: Computer Consultancy**

**Date: 26/11/2021**

Mr. Raushan Kumar

Bti Boys Hostel Off Sarjahpur Road Kodathi Bangalore 560035 Sarjahpur Road,  
Bangalore Technological Institute,  
Bangalore-560035,  
Karnataka.

Dear Raushan Kumar,

**Sub: Letter of Offer**

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

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

Your gross salary including all benefits will be **3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

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**TCSL/DT20218015942**

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

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

## **COMPENSATION AND BENEFITS**

### **BASIC SALARY**

You will be eligible for a basic salary of **14,784/-** per month.

### **BOUQUET OF BENEFITS (BoB)**

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

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

#### **1. House Rent Allowance (HRA)**

Your HRA will be **5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

#### **2. Leave Travel Allowance**

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

#### **3. Food Card**

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



## **PERFORMANCE PAY**

### **Monthly Performance Pay**

You will receive a monthly performance pay of **1,700/-**. 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.

### **Quarterly Variable Allowance**

Your variable allowance will be **600/-** 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 TCS Xplore 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.

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## **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:

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## 1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to 6,000/- per insured person per annum and basic hospitalization expenses up to 2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining 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 dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for 12, 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.

## Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

## 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.

## Loans

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

## 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 (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. 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.

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**Offer: Computer Consultancy**

**Date: 26/11/2021**

Mr. Ravi Kumar M

Bti Boys Hostel Off Sarjahpur Road Kodathi Bangalore 560035 Sarjapur Road,  
Bangalore Technological Institute,  
Bangalore-560035,  
Karnataka.

Dear Ravi Kumar M,

**Sub: Letter of Offer**

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

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

Your gross salary including all benefits will be **3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

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## **PERFORMANCE PAY**

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HIS offers the following benefits:

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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.

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## **RETIRALS**

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## **TERMS AND CONDITIONS**

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**Offer: Computer Consultancy**

**Date: 26/11/2021**

Mr. Rishabh Ranjan

Bti Boys Hostel Off Sarjahpur Road Kodathi Bangalore 560035 Sarjapur Road,  
Bangalore Technological Institute,  
Bangalore-560035,  
Karnataka.

Dear Rishabh Ranjan,

**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.

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**Offer: Computer Consultancy**

**Date: 26/11/2021**

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Dear Rishabh Kumar,

**Sub: Letter of Offer**

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

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

Your gross salary including all benefits will be **3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

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

## **COMPENSATION AND BENEFITS**

### **BASIC SALARY**

You will be eligible for a basic salary of **14,784/-** per month.

### **BOUQUET OF BENEFITS (BoB)**

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

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

#### **1. House Rent Allowance (HRA)**

Your HRA will be **5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

#### **2. Leave Travel Allowance**

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

#### **3. Food Card**

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



## **PERFORMANCE PAY**

### **Monthly Performance Pay**

You will receive a monthly performance pay of **1,700/-**. 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.

### **Quarterly Variable Allowance**

Your variable allowance will be **600/-** 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 TCS Xplore 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.

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

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i. Entitlement - Includes domiciliary expenses up to 6,000/- per insured person per annum and basic hospitalization expenses up to 2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining 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 dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for 12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

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## Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

## 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.

## Loans

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



## **RETIRALS**

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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.

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### **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 (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. 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.

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**Offer: Computer Consultancy**

**Date: 26/11/2021**

Mr. Ritushree Dutta

Bti Boys Hostel Off Sarjahpur Road Kodathi Bangalore 560035 Sarjapur Road,  
Bangalore Technological Institute,  
Bangalore-560035,  
Karnataka.

Dear Ritushree Dutta,

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**Offer: Computer Consultancy**

**Date: 26/11/2021**

Ms. Ritya Kumari

Bti Boys Hostel Off Sarjahpur Road Kodathi Bangalore 560035 Sarjahpur Road,  
Bangalore Technological Institute,  
Bangalore-560035,  
Karnataka.

Dear Ritya Kumari,

**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.

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

Your gross salary including all benefits will be **3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

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**TCSL/DT20218015942**

**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



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

## **COMPENSATION AND BENEFITS**

### **BASIC SALARY**

You will be eligible for a basic salary of **14,784/-** per month.

### **BOUQUET OF BENEFITS (BoB)**

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

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

#### **1. House Rent Allowance (HRA)**

Your HRA will be **5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

#### **2. Leave Travel Allowance**

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

#### **3. Food Card**

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



## **PERFORMANCE PAY**

### **Monthly Performance Pay**

You will receive a monthly performance pay of **1,700/-**. 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.

### **Quarterly Variable Allowance**

Your variable allowance will be **600/-** 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 TCS Xplore 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.

## **XPLORE/ LEARNING INCENTIVES**

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

## **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:

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## 1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to 6,000/- per insured person per annum and basic hospitalization expenses up to 2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining 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 dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for 12, 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.

## Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

## 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.

## Loans

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

## 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 (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. 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. Pre requisites for Joining**

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



SINTEX-BAPL LTD.

(Formerly known as BRIGHT AUTOPLAST LIMITED) SINTE C-II, Sipcot Industrial Park, Irrungattukottai, Sriperumbudur - 602 105, Kancheepuram District.

Email :info@brightautoplast.com

## Offer Letter

Date: 24/12/2022

Dear **Saathvik G V**

Welcome to Sintex Group of companies Family!!!! .... !!!

With Reference to your application and subsequent interview with us

We are pleased to offer you for a position of "Graduate Engineer Trainee" (GET)

We are offering you Salary: 1.8Lacs /- CTC PA (CTC including Subsidy canteen & transportation deductions)

Your work location will be at Sintex - BAPL Ltd. CHENNAI PLANT -1  
C11 Sipcot Industrial Park Sriperumbudur Kanchipuram Dist Chennai - 602105.  
Irrungattukottai industrial area behind Hyundai plant LM:Behind Wipro Infrastructure engineering  
Contact Vijayan/Tamilarasan (HR Dept)

Date of joining: 12<sup>th</sup> June 2023

After successful completion of the probation and review thereof, you will be entitled to other allowances and benefits whatsoever as per policies of the Organization. Regular performance reviews will be done to assess your suitability.

At the date of joining following documents required:

1. Resume- 2 nos
2. 10<sup>th</sup> ,12th & BE/B Tech Mark sheets and certificates -2 nos
3. Passport Size Photographs- 3 No
4. Provisional certificate-2 nos
5. Aadhar card \_2 nos
6. Bank Details -2 nos



For Sintex Bright Autoplast ltd

Authorized Signatory



SINTEX-BAPL LTD.

(Formerly known as BRIGHT AUTOPLAST LIMITED) SINTE C-II, Sipcot Industrial Park, Irrungattukottai, Sriperumbudur - 602 105, Kancheepuram District.

Email :info@brightautoplast.com

## Offer Letter

Date: 24/12/2022

Dear Sachin K

Welcome to Sintex Group of companies Family!!!! .... !!!

With Reference to your application and subsequent interview with us

We are pleased to offer you for a position of "Graduate Engineer Trainee" (GET)

We are offering you Salary: 1.8Lacs /- CTC PA (CTC including Subsidy canteen & transportation deductions)

Your work location will be at Sintex - BAPL Ltd. CHENNAI PLANT -1  
C11 Sipcot Industrial Park Sriperumbudur Kanchipuram Dist Chennai - 602105.  
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5. Aadhar card \_2 nos
6. Bank Details -2 nos



For Sintex Bright Autoplast ltd

Authorized Signatory



**Offer: Computer Consultancy**

**Date: 26/11/2021**

Mr. Rahul Raj Khadka

Bti Boys Hostel Off Sarjahpur Road Kodathi Bangalore 560035 Sarjapur Road,

Bangalore Technological Institute,

Bangalore-560035,

Karnataka.

Tel# 91-9742814176

Dear Rahul Raj Khadka,

**Sub: Letter of Offer**

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

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

Your gross salary including all benefits will be **3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

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## **PERFORMANCE PAY**

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## **OTHER BENEFITS**

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HIS offers the following benefits:

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## 1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to 6,000/- per insured person per annum and basic hospitalization expenses up to 2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining 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 dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for 12, 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.

## Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

## 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.

## Loans

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

## 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 (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. 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. Pre requisites for Joining**

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

**MAY 17<sup>th</sup> 2022**

**Ms. SHANJANA R**  
**Bangalore.**

**Sub: Appointment Letter.**

**Dear . SHANJANA R**

We are pleased to offer you an employment with **Software Developer** in our Organization **SMARTBORN SOFTWARE CONSULTING PVT.LTD.** with effect from **JUNE 13<sup>th</sup> 2023** on the following terms and conditions.

**1. Compensation and Benefits**

- a) This Letter of Appointment outlines the general terms of your employment with **SMARTBORN SOFTWARE CONSULTING PVT.LTD.** You will be entitled for a learning bonus of Rs. 10,000/- until you will be serving as in-house candidate of **smartborn.** Your CTC per annum is Rs. **4,00,000** /-( Four Lakh Rupees only)
  - b) You shall not reveal any fact concerning your remuneration to any third party, either within or outside the Company and irrespective of whether you accept this offer or not. Breach of this obligation shall invite legal consequences.
2. You will be under probation period for 6 months from the date of your joining. During this period if your performance and conduct found to be unsatisfactory or if you fail, refuse or neglect to carry out and perform your duties assigned to you by the company, you will be terminated from the services.
  3. You shall faithfully and to the best of your ability perform your duties that may be entrusted to you from time to time by the management. You will be bound by rules, regulations and orders promulgated by the management in relation to conduct, discipline and policy matters.
  4. You shall carry out the job and such other jobs connected with or incidental to which is necessary for business of the company. You shall do any other work assigned to you which you are capable of doing or work at any other post which has been temporarily assigned to you.
  5. You will be liable to be transferred by the Company from time to time to any other location, department, function, establishment, or branch of the Company or Subsidiary, associate or affiliate Company anywhere in India or abroad depending on the exigencies of business. In such case you will be governed by the terms and conditions of service applicable to the new assignment.

6. **Secrecy-** You are expected to maintain utmost secrecy with regard to the affairs of the Company and shall keep confidential any information, whether written or oral, which relates to internal controls, computer or data processing programs, algorithms, electronic data processing applications, routines, subroutines, techniques or systems, or information concerning the business or financial affairs and methods of operation or proposed methods of operation, accounts, transactions, proposed transactions, security procedures, trade secrets, know-how, or inventions of **smartborn**, or its affiliate, or any client, agent, contractor or vendor. You shall not disclose the identities and other related information of any of its clients. Breach of this provision shall be treated as a gross violation of the terms herein and your services are liable to be terminated and also shall invite legal consequences.
7. Considering the urgency of meeting the deadlines of specific assignments and other conditions prevailing at the time, you may be required to put in extra hours/ days at work.
8. You will not undertake any representation or employment in any form or kind for yourself or for any other company while in the employment of **smartborn**.
9. You shall not install, download, copy and duplicate any unauthorized or unlicensed software, programs, games, attachments on to your computer systems.
10. You will be entitled to a paid leave as per Company's policies. You will be bound by the Company's Personnel Policies and other Service Rules which will be communicated to you, from time to time.

In case of any unauthorized absence or absence without permission from duty for a continuous period of 5 days would make you lose your lien on employment.

11. If the employee wants to leave the services, he/she have to give 60 days' notice and the Company will relieve only after the handover process has been completed properly to the satisfaction of the Company.
12. The company reserves the right to terminate the services without giving any notice or pay at any point of time, if breach of any of the conditions mentioned in this letter is noticed.

On cessation of employment with the company, you shall return all documents, books, papers relating to the affairs of the company.

13. You are appointed on the basis of your education and experience mentioned by you in your application/personal data form. In case the facts mentioned therein are found to be incorrect, this will result in termination of your appointment without any notice or salary in lieu thereof

**SALARY ANNEXURE**

We welcome you to **smartborn** and look forward to a long and fruitful association.

<b>Components</b>	<b>Rs.</b>
	<b>Monthly</b>
Basic Salary	15,000
House Rent Allowance	5000
Special Allowance	13,000
<b>Gross Salary</b>	<b>30,000</b>
Company's PF Contribution	1727
Gratuity	1656
<b>Cost to Company</b>	<b>33,383</b>

Thanking You,  
For **Smartborn**

## **Documents**

Please bring the originals and photocopies of the following documents at the time of your joining.

- All relevant educational certificates starting from Xth Grade to highest degree.
- Address Proof - Aadhar Card / Driving License / Ration Card.
- 5 passport- sized color photographs.
- 3 photocopies of PAN card.
- Photocopy of Passport.
- Experience letter from the present and all previous Employers, if applicable.
- Relieving letter from previous employer, if applicable.
- Last three months salary slip, if applicable
- Appraisal letter from the previous employer, if applicable.

**MAY 17<sup>th</sup> 2022**

**Mr. SHANKAR SAH**  
**Bangalore.**

**Sub: Appointment Letter.**

**Dear . SHANKAR SAH**

We are pleased to offer you an employment with **Software Developer** in our Organization **SMARTBORN SOFTWARE CONSULTING PVT.LTD.** with effect from **JUNE 13<sup>th</sup> 2023** on the following terms and conditions.

**1. Compensation and Benefits**

- a) This Letter of Appointment outlines the general terms of your employment with **SMARTBORN SOFTWARE CONSULTING PVT.LTD.** You will be entitled for a learning bonus of Rs. 10,000/- until you will be serving as in-house candidate of **smartborn.** Your CTC per annum is Rs. **4,00,000** /-( Four Lakh Rupees only)
  - b) You shall not reveal any fact concerning your remuneration to any third party, either within or outside the Company and irrespective of whether you accept this offer or not. Breach of this obligation shall invite legal consequences.
2. You will be under probation period for 6 months from the date of your joining. During this period if your performance and conduct found to be unsatisfactory or if you fail, refuse or neglect to carry out and perform your duties assigned to you by the company, you will be terminated from the services.
  3. You shall faithfully and to the best of your ability perform your duties that may be entrusted to you from time to time by the management. You will be bound by rules, regulations and orders promulgated by the management in relation to conduct, discipline and policy matters.
  4. You shall carry out the job and such other jobs connected with or incidental to which is necessary for business of the company. You shall do any other work assigned to you which you are capable of doing or work at any other post which has been temporarily assigned to you.
  5. You will be liable to be transferred by the Company from time to time to any other location, department, function, establishment, or branch of the Company or Subsidiary, associate or affiliate Company anywhere in India or abroad depending on the exigencies of business. In such case you will be governed by the terms and conditions of service applicable to the new assignment.

6. **Secrecy-** You are expected to maintain utmost secrecy with regard to the affairs of the Company and shall keep confidential any information, whether written or oral, which relates to internal controls, computer or data processing programs, algorithms, electronic data processing applications, routines, subroutines, techniques or systems, or information concerning the business or financial affairs and methods of operation or proposed methods of operation, accounts, transactions, proposed transactions, security procedures, trade secrets, know-how, or inventions of **smartborn**, or its affiliate, or any client, agent, contractor or vendor. You shall not disclose the identities and other related information of any of its clients. Breach of this provision shall be treated as a gross violation of the terms herein and your services are liable to be terminated and also shall invite legal consequences.
7. Considering the urgency of meeting the deadlines of specific assignments and other conditions prevailing at the time, you may be required to put in extra hours/ days at work.
8. You will not undertake any representation or employment in any form or kind for yourself or for any other company while in the employment of **smartborn**.
9. You shall not install, download, copy and duplicate any unauthorized or unlicensed software, programs, games, attachments on to your computer systems.
10. You will be entitled to a paid leave as per Company's policies. You will be bound by the Company's Personnel Policies and other Service Rules which will be communicated to you, from time to time.

In case of any unauthorized absence or absence without permission from duty for a continuous period of 5 days would make you lose your lien on employment.

11. If the employee wants to leave the services, he/she have to give 60 days' notice and the Company will relieve only after the handover process has been completed properly to the satisfaction of the Company.
12. The company reserves the right to terminate the services without giving any notice or pay at any point of time, if breach of any of the conditions mentioned in this letter is noticed.

On cessation of employment with the company, you shall return all documents, books, papers relating to the affairs of the company.

13. You are appointed on the basis of your education and experience mentioned by you in your application/personal data form. In case the facts mentioned therein are found to be incorrect, this will result in termination of your appointment without any notice or salary in lieu thereof

**SALARY ANNEXURE**

We welcome you to **smartborn** and look forward to a long and fruitful association.

<b>Components</b>	<b>Rs.</b>
	<b>Monthly</b>
Basic Salary	15,000
House Rent Allowance	5000
Special Allowance	13,000
<b>Gross Salary</b>	<b>30,000</b>
Company's PF Contribution	1727
Gratuity	1656
<b>Cost to Company</b>	<b>33,383</b>

Thanking You,  
For **Smartborn**

## **Documents**

Please bring the originals and photocopies of the following documents at the time of your joining.

- All relevant educational certificates starting from Xth Grade to highest degree.
- Address Proof - Aadhar Card / Driving License / Ration Card.
- 5 passport- sized color photographs.
- 3 photocopies of PAN card.
- Photocopy of Passport.
- Experience letter from the present and all previous Employers, if applicable.
- Relieving letter from previous employer, if applicable.
- Last three months salary slip, if applicable
- Appraisal letter from the previous employer, if applicable.



SINTEX-BAPL LTD.

(Formerly known as BRIGHT AUTOPLAST LIMITED) SINTE C-II, Sipcot Industrial Park, Irrungattukottai, Sriperumbudur - 602 105, Kancheepuram District.

Email :info@brightautoplast.com

## Offer Letter

Date: 24/12/2022

Dear Ningthoujam Dhanachandra,

Welcome to Sintex Group of companies Family!!!! .... !!!

With Reference to your application and subsequent interview with us

We are pleased to offer you for a position of "Graduate Engineer Trainee" (GET)

We are offering you Salary: 1.8Lacs /- CTC PA (CTC including Subsidy canteen & transportation deductions)

Your work location will be at Sintex - BAPL Ltd. CHENNAI PLANT -1  
C11 Sipcot Industrial Park Sriperumbudur Kanchipuram Dist Chennai - 602105.  
Irrungattukottai industrial area behind Hyundai plant LM:Behind Wipro Infrastructure engineering  
Contact Vijayan/Tamilarasan (HR Dept)

Date of joining: 12<sup>th</sup> June 2023

After successful completion of the probation and review thereof, you will be entitled to other allowances and benefits whatsoever as per policies of the Organization. Regular performance reviews will be done to assess your suitability.

At the date of joining following documents required:

1. Resume- 2 nos
2. 10<sup>th</sup> ,12th & BE/B Tech Mark sheets and certificates -2 nos
3. Passport Size Photographs- 3 No
4. Provisional certificate-2 nos
5. Aadhar card \_2 nos
6. Bank Details -2 nos



For Sintex Bright Autoplast ltd

Authorized Signatory



**TERRALOGIC**

June 13, 2023

**Prince Kumar Yadav**

**Email- [pricekumaryadav@gmail.com](mailto:pricekumaryadav@gmail.com)**

**Dear Prince Kumar Yadav,**

We would like to extend an offer of employment **Security Analyst**, at Terralogic Software Solutions Private Limited, which is located at 415, 4<sup>th</sup> 'C' Cross, industrial Layout, 5th Block, Koramangala, Bangalore - 560034.

Attached, please find an Employment Agreement that will explain the basic details of your employment.

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

Best Regards,

Darshika C  
HR Executive

---

**Terralogic Software Solutions Private Limited**

Reg Office: #15, 2<sup>nd</sup> Floor, 4<sup>th</sup> 'C' Cross Industrial Layout, 5<sup>th</sup> Block, Koramangala Bangalore-560034  
CIN:U72200KA2008PTC045010, Email: [info@terralogic.com](mailto:info@terralogic.com), Website: <https://www.terralogic.com>



**Offer: Computer Consultancy**

**Date: 26/11/2021**

Mr. Sumit Kumar

Bti Boys Hostel Off Sarjahpur Road Kodathi Bangalore 560035 Sarjapur Road,  
Bangalore Technological Institute,  
Bangalore-560035,  
Karnataka.

Dear Sumit Kumar,

**Sub: Letter of Offer**

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

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

Your gross salary including all benefits will be **3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

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**TCSL/DT20218015942**

**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



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

## **COMPENSATION AND BENEFITS**

### **BASIC SALARY**

You will be eligible for a basic salary of **14,784/-** per month.

### **BOUQUET OF BENEFITS (BoB)**

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

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

#### **1. House Rent Allowance (HRA)**

Your HRA will be **5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

#### **2. Leave Travel Allowance**

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

#### **3. Food Card**

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



## **PERFORMANCE PAY**

### **Monthly Performance Pay**

You will receive a monthly performance pay of **1,700/-**. 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.

### **Quarterly Variable Allowance**

Your variable allowance will be **600/-** 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 TCS Xplore 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.

## **XPLORE/ LEARNING INCENTIVES**

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

## **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:

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**TCSL/DT20218015942**

**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](http://www.tcs.com)

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

TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



## 1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to 6,000/- per insured person per annum and basic hospitalization expenses up to 2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining 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 dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for 12, 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.

## Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

## 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.

## Loans

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

## 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 (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. 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. Pre requisites for Joining**

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

**MAY 17<sup>th</sup> 2022**

**Mr. SUSHIL PANERU**  
**Bangalore.**

**Sub: Appointment Letter.**

**Dear . SUSHIL PANERU**

We are pleased to offer you an employment with **Software Developer** in our Organization **SMARTBORN SOFTWARE CONSULTING PVT.LTD.** with effect from **JUNE 13<sup>th</sup> 2023** on the following terms and conditions.

**1. Compensation and Benefits**

- a) This Letter of Appointment outlines the general terms of your employment with **SMARTBORN SOFTWARE CONSULTING PVT.LTD.** You will be entitled for a learning bonus of Rs. 10,000/- until you will be serving as in-house candidate of **smartborn.** Your CTC per annum is Rs. **4,00,000** /-( Four Lakh Rupees only)
  - b) You shall not reveal any fact concerning your remuneration to any third party, either within or outside the Company and irrespective of whether you accept this offer or not. Breach of this obligation shall invite legal consequences.
2. You will be under probation period for 6 months from the date of your joining. During this period if your performance and conduct found to be unsatisfactory or if you fail, refuse or neglect to carry out and perform your duties assigned to you by the company, you will be terminated from the services.
  3. You shall faithfully and to the best of your ability perform your duties that may be entrusted to you from time to time by the management. You will be bound by rules, regulations and orders promulgated by the management in relation to conduct, discipline and policy matters.
  4. You shall carry out the job and such other jobs connected with or incidental to which is necessary for business of the company. You shall do any other work assigned to you which you are capable of doing or work at any other post which has been temporarily assigned to you.
  5. You will be liable to be transferred by the Company from time to time to any other location, department, function, establishment, or branch of the Company or Subsidiary, associate or affiliate Company anywhere in India or abroad depending on the exigencies of business. In such case you will be governed by the terms and conditions of service applicable to the new assignment.

6. **Secrecy-** You are expected to maintain utmost secrecy with regard to the affairs of the Company and shall keep confidential any information, whether written or oral, which relates to internal controls, computer or data processing programs, algorithms, electronic data processing applications, routines, subroutines, techniques or systems, or information concerning the business or financial affairs and methods of operation or proposed methods of operation, accounts, transactions, proposed transactions, security procedures, trade secrets, know-how, or inventions of **smartborn**, or its affiliate, or any client, agent, contractor or vendor. You shall not disclose the identities and other related information of any of its clients. Breach of this provision shall be treated as a gross violation of the terms herein and your services are liable to be terminated and also shall invite legal consequences.
7. Considering the urgency of meeting the deadlines of specific assignments and other conditions prevailing at the time, you may be required to put in extra hours/ days at work.
8. You will not undertake any representation or employment in any form or kind for yourself or for any other company while in the employment of **smartborn**.
9. You shall not install, download, copy and duplicate any unauthorized or unlicensed software, programs, games, attachments on to your computer systems.
10. You will be entitled to a paid leave as per Company's policies. You will be bound by the Company's Personnel Policies and other Service Rules which will be communicated to you, from time to time.

In case of any unauthorized absence or absence without permission from duty for a continuous period of 5 days would make you lose your lien on employment.

11. If the employee wants to leave the services, he/she have to give 60 days' notice and the Company will relieve only after the handover process has been completed properly to the satisfaction of the Company.
12. The company reserves the right to terminate the services without giving any notice or pay at any point of time, if breach of any of the conditions mentioned in this letter is noticed.

On cessation of employment with the company, you shall return all documents, books, papers relating to the affairs of the company.

13. You are appointed on the basis of your education and experience mentioned by you in your application/personal data form. In case the facts mentioned therein are found to be incorrect, this will result in termination of your appointment without any notice or salary in lieu thereof

**SALARY ANNEXURE**

We welcome you to **smartborn** and look forward to a long and fruitful association.

<b>Components</b>	<b>Rs.</b>
	<b>Monthly</b>
Basic Salary	15,000
House Rent Allowance	5000
Special Allowance	13,000
<b>Gross Salary</b>	<b>30,000</b>
Company's PF Contribution	1727
Gratuity	1656
<b>Cost to Company</b>	<b>33,383</b>

Thanking You,  
For **Smartborn**

## **Documents**

Please bring the originals and photocopies of the following documents at the time of your joining.

- All relevant educational certificates starting from Xth Grade to highest degree.
- Address Proof - Aadhar Card / Driving License / Ration Card.
- 5 passport- sized color photographs.
- 3 photocopies of PAN card.
- Photocopy of Passport.
- Experience letter from the present and all previous Employers, if applicable.
- Relieving letter from previous employer, if applicable.
- Last three months salary slip, if applicable
- Appraisal letter from the previous employer, if applicable.

**MAY 17<sup>th</sup> 2022**

**Ms. SUSHMA K N**  
**Bangalore.**

**Sub: Appointment Letter.**

**Dear . SUSHMA K N**

We are pleased to offer you an employment with **Software Developer** in our Organization **SMARTBORN SOFTWARE CONSULTING PVT.LTD.** with effect from **JUNE 13<sup>th</sup> 2023** on the following terms and conditions.

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- a) This Letter of Appointment outlines the general terms of your employment with **SMARTBORN SOFTWARE CONSULTING PVT.LTD.** You will be entitled for a learning bonus of Rs. 10,000/- until you will be serving as in-house candidate of **smartborn.** Your CTC per annum is Rs. **4,00,000** /-( Four Lakh Rupees only)
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  3. You shall faithfully and to the best of your ability perform your duties that may be entrusted to you from time to time by the management. You will be bound by rules, regulations and orders promulgated by the management in relation to conduct, discipline and policy matters.
  4. You shall carry out the job and such other jobs connected with or incidental to which is necessary for business of the company. You shall do any other work assigned to you which you are capable of doing or work at any other post which has been temporarily assigned to you.
  5. You will be liable to be transferred by the Company from time to time to any other location, department, function, establishment, or branch of the Company or Subsidiary, associate or affiliate Company anywhere in India or abroad depending on the exigencies of business. In such case you will be governed by the terms and conditions of service applicable to the new assignment.

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7. Considering the urgency of meeting the deadlines of specific assignments and other conditions prevailing at the time, you may be required to put in extra hours/ days at work.
8. You will not undertake any representation or employment in any form or kind for yourself or for any other company while in the employment of **smartborn**.
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12. The company reserves the right to terminate the services without giving any notice or pay at any point of time, if breach of any of the conditions mentioned in this letter is noticed.

On cessation of employment with the company, you shall return all documents, books, papers relating to the affairs of the company.

13. You are appointed on the basis of your education and experience mentioned by you in your application/personal data form. In case the facts mentioned therein are found to be incorrect, this will result in termination of your appointment without any notice or salary in lieu thereof

**SALARY ANNEXURE**

We welcome you to **smartborn** and look forward to a long and fruitful association.

<b>Components</b>	<b>Rs.</b>
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Thanking You,  
For **Smartborn**

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Please bring the originals and photocopies of the following documents at the time of your joining.

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- Address Proof - Aadhar Card / Driving License / Ration Card.
- 5 passport- sized color photographs.
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- Experience letter from the present and all previous Employers, if applicable.
- Relieving letter from previous employer, if applicable.
- Last three months salary slip, if applicable
- Appraisal letter from the previous employer, if applicable.



The Pearl, 1537, 5th Main Rd,  
Rajiv Gandhi Nagar, Sector 7, HSR  
Layout, Bengaluru -560102  
[https://maps.app.goo.gl/9G9pNvJm  
eXFhXxCr5](https://maps.app.goo.gl/9G9pNvJm<br/>eXFhXxCr5)  
support@Codeyoung.com  
8186928385.

## Employment Offer and Employment Agreement

24<sup>th</sup> December 2022,

Dear Swikrit Nepal,

Further to your recent interview, conditional on and subject to no adverse findings arising from any of the employee background verification checks, required to be carried out by the Organization, I am pleased to offer you the following employment with Codeyoung. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement. Your date of joining is **12<sup>th</sup> June 2023**.

### 1. BACKGROUND CHECKS AND REFERENCE CHECKS

During the term of your employment, you may also be subject to the same/similar / other background verification checks being repeated at such intervals as may be determined solely by the Company. In the event that there are any adverse findings that arise during the course of or as a result of such background verification checks, you may be subject to disciplinary proceedings up to and including but not limited to termination of your employment.

For the purpose of obtaining your present employer's reference, you agree that your written acceptance will constitute your permission to write for reference checks.

### 2. Probation/ Training

You will be on probation for a period of 2 months during which your performance shall be reviewed by the Company. The stipend during the probation is INR 20000/month (Twenty Thousand per month) In case of unsatisfactory performance your probation may be ended or extended subject to additional conditions. Upon successful completion of probation period by without any extension and by meeting the expected targets you shall be deemed to have been confirmed in the services of the Company unless otherwise communicated to you in writing by Company.

As a term of your employment from time to time you may be required to undertake such other duties as may be commensurate with the business needs in the Company.

### **3. COMPENSATION**

Your remuneration shall be as per Annexure titled “Compensation”

Salary is subject to Income Tax and other statutory deductions and will be paid into a bank account indicated by you.

You will receive a monthly pay statement detailing gross pay and deductions. Any subsequent changes to your salary will be highlighted on that statement.

Periodically your performance will be reviewed. If a performance award (bonus) is applicable, it will usually be paid subject to your performance appraisal, ratings and company performance and other such criteria at payout intervals determined by the Company.

In the event of an Income tax liability or any other tax liability or any statutory charges arising as a result of your employment with the Company, these will be borne by yourselves and Company shall in no event be liable for payment of these taxes or any other charges of this nature for the period of your employment or after cessation of your employment with Company.

### **4. SALARY REVISIONS**

The Company may undertake periodic review of salaries, and will notify of any amendments, which are to be applied. Such reviews will take due consideration of, amongst other things, inflationary, deflationary, market and other economic pressures impacting the company and the staff.

### **5. DEDUCTIONS FROM PAY**

When your employment ends, if the number of annual leaves you have taken exceed your entitlement, an appropriate deduction will be made from your full and final payout. Any leave balance outstanding in your name may be encashed subject to the Leave encashment Policy applicable. If you are summarily dismissed, or you leave the Company without giving due notice under your contract of employment, your entitlement to holiday pay ends with the date of termination.

## **6. HOURS OF WORK**

Your usual working hours shall be 10pm to 7am, however in interest of business such hours may be extended. Work days are from Tuesday to Sunday, with Monday being a week off. The timings and work days are subject to change based on the management's decision.

## **7. ADDITIONAL HOURS**

Subject to your role qualifying for overtime under applicable statutory provisions, if occasions arise when you may be required to work additional hours beyond normal hours.

## **8. PLACE OF WORK AND MOBILITY**

Your usual location of work will be **Bangalore**. However, you may be required from time to time to work at or from any office or location of the Company or within different companies affiliated to Codeyoung. A change of your place of residence may be required from time to time and you may be transferred from one city to another for business needs of the Company. In case of transfer, your transfer shall be subject to Relocation Policy.

## **9. RETIREMENT**

Normal retirement in the company is at age 58. Your employment will terminate automatically at the end of the month in which your 58th birthday occurs, unless you are otherwise advised by individual notice. You may also be retired earlier if found to be medically unfit or suffer any other incapacity that may impact the effective performance of your services.

## **10. RULES AND REGULATIONS**

Codeyoung is a business based on integrity and mutual trust. In order to maintain and safeguard the trust and confidence of customers and the public certain ethical principles and standards of conduct have to be maintained.

In addition to any requirement under the Code of Conduct , you are also required as a condition of continued employment to disclose to Codeyoung immediately and without any delay, any instance of you being arrested or charged or convicted of any criminal offence(s) and

/ or  
being declared bankrupt during the course of your employment. Failure to disclose such information may result in disciplinary proceedings up to and including but not limited to termination of employment .

Other specific rules and regulations will be notified by the Company from time to time. Policies, Code of Conduct, rules and regulations may be amended from time to time. You are required to keep yourself updated of such changes

## **11. CONFIDENTIALITY**

As a condition of employment, you are required to sign and return the Non-Disclosure Agreement in Annexure that pledges confidentiality on all business matters appertaining to the Codeyoung, its subsidiaries, the company, and its customers. A breach of confidentiality is a material breach and may result in disciplinary proceedings including but not limited to injunction, termination of employment or claims of damages.

## **12. PROTECTION OF PERSONAL DATA**

The Codeyoungadopts industry-standard software for maintenance of employee and customer data and Personal data of employees and customer data. Such data may be processed for human resources administration purposes, including payroll administration, career development, performance and health and safety administration and such business and operational needs. In order to process your personal data, the Company needs your consent. A format of such consent is enclosed with this letter. We request you to read and confirm your consent and return the Consent to us. Access to information systems and your personal data will be protected in accordance with our standard practices.

## **13. USE OF SOFTWARE AND SYSTEMS ACCESS**

You are required to follow policies, rules and procedures laid down by the Company in this letter and those subsequently notified by the Company

## **14. DATA PROTECTION**

Under the Company's policies, you have a responsibility to ensure that all personal data, confidential information you process or possess, is kept protected . Unauthorized disclosure of personal data of any one, yourself, your colleagues, vendors or customers is a material breach and may result in disciplinary action including but not limited to termination of employment and other actions as may be necessary under the applicable laws governing data protection. Therefore, you must ensure that you do the following in addition to all other guidance regarding data protection you may receive from the Company from time to time:

- Do not disclose personal data without authority

- Do not access information or systems not directly relevant to each task
- Do not treat personal data carelessly
- lock all printouts away when not in use
- Do not disclose your computer password to any unauthorized person.

Under the Company's policies, it is important that the Company's internal, restricted or highly restricted personal records are maintained as accurately as possible. Hence, you must notify the Company in writing of any change in your personal circumstances, such as your address, marital status, birth of children, attainment of professional qualifications, and so forth.

## **15. TERMINATION OF YOUR EMPLOYMENT BY THE COMPANY**

Post confirmation, except where your employment is terminated on the grounds of misconduct, breach of employment terms or policies, breach of laws, you are entitled to a prior notice of termination of **1 month** from the Company, or pay in lieu of notice period.

In the event of misconduct, breach of policies, Code of Conduct, involvement in any criminal activity of sexual harassment incident or similar such reasons, the notice period of one month shall not apply and services may require to be terminated at shorter notice.

Notice of Termination may be handed to you personally, by email or sent to your last recorded address. The Company reserves the right to ask that you no longer work at your office location for the duration of your notice period in case circumstances so require.

## **16. TERMINATION OF EMPLOYMENT BY YOU**

During probation, you are required to give the company at least one calendar months' notice in writing. Post confirmation, you are required to give the company a minimum of **2 months'** notice in writing. Where notice period as per terms of employment is not served, pay in lieu of notice period would be reduced from the final settlement dues to the employee. Upon immediate termination of employment by you, you will have to compensate by paying up to an amount equal to 2 month's salary to the Company in lieu of the notice period.

## **17. A RETURN OF ASSETS UPON END OF YOUR ENGAGEMENT**

You shall immediately return all computers, software, access cards, work deliverables, completed or work in progress and any other Codeyoung provided property upon your end of employment. You shall not make any copies of work products or software or retain any

of Codeyoung assets in your possession after your employment with Codeyoung comes to an end. You understand that a breach of this obligation entitles Codeyoung to take civil and criminal actions as applicable for recovery of its assets.

## **18. INTELLECTUAL PROPERTY RIGHTS IN DELIVERABLES**

In consideration of your employment, you agree and hereby assign all intellectual property rights copyrights, patents, trademarks, design rights or any other proprietary right and moral rights assignable to Codeyoung in all deliverables you create in the course of your employment including but not limited to software codes, reports, algorithms, analysis etc. You shall not retain any copies of the same in your personal computer or mail systems. You understand that intellectual property is a vital asset for Codeyoung and any wrongful disclosure or handling of the same shall result in irreparable loss and injury to Codeyoung and allow Codeyoung to prosecute a legal action, claim damages or injunctions. You shall not use third party's proprietary material or their intellectual property without appropriate authorisations and licenses to produce your work deliverables for Codeyoung.

## **19. INDEMNIFICATIONS**

You understand that breaching actions of yours such as breach of confidentiality, breach of applicable laws, breach of data protection obligations, breach of intellectual property rights may cause Codeyoung financial, reputational or goodwill loss, hence you shall at all times indemnify Codeyoung, its directors, third parties and employees from and against any claims, losses or damages arising from your breaches or unlawful activities.

## **20. NON -SOLICITATION**

You shall not directly or indirectly induce, influence, coerce, solicit away any of Codeyoung's customers or employees. This restriction applies during your tenure with Codeyoung and for a duration of two years after termination of your engagement with Codeyoung, regardless of the reason for termination of your engagement with Codeyoung.

## **21. AMENDMENTS**

The Company reserves the right to amend the terms and conditions related to employment, the policies, the rules and regulations applicable to employees. Such changes would be communicated through an internal communication to the employees at large. Such changes



shall be deemed to be part of your employment conditions. All enclosures herewith are deemed part of your employment agreement with the Company.

## **22. EXCLUSIVE JURISDICTION**

Your employment and conditions of employment are exclusively governed by the laws of India and the courts of Bangalore shall have the exclusive jurisdiction on any dispute arising on matters related to your employment.

## **23. SEVERABILITY**

If any part of this agreement is held invalid, void or unenforceable, the remainder of the terms shall continue to be fully enforceable minus the portion which is not enforceable.



## **CONFIRMATION OF ACCEPTANCE**

We request you to complete and return a copy of this letter as a token of written acceptance of this offer. If we do not receive a written acceptance as above from you within 3 days from the date of this letter, we shall assume that you do not wish to take up this offer of employment and our offer will lapse automatically. We sincerely hope that you will accept this appointment and look forward to having you onboard.

**Yours sincerely,**

**Shailendra Dhakad**

**Director**

**Codeyoung**



**HR 2.01 F5 -- Acceptance of Software and Systems usage.**

**To**

**Codeyoung**

**(“Thecompany”)**

The Company forbids the use of unauthorized software on any company equipment or the use of authorized software on any personal or non-company issued equipment. The Company forbids unauthorized access, or any unauthorized attempt to access, any data maintained on any computer systems.

Unauthorized software comprises any software that is not on the Codeyoung IT list of approved software or which has not been procured via the authorized procurement channels and includes any unsolicited software, demonstration software that has not been previously checked by Codeyoung IT security or an authorized agency of Codeyoung IT security, and any software that is delivered in such a way that it may have been tampered with.

Unless the prior specific approval of senior management is obtained, the use of unauthorized software on Company equipment or other breach of the above will be viewed as gross misconduct and an extremely serious violation of the Company’s regulations, which may lead to disciplinary action including but not limited to termination , or other appropriate action as necessary by the Company.

I confirm that I have read and understood the above conditions on the use of unauthorized software and systems. I also understand that the Company may from time to time notify amendments or additional conditions or Policies governing access, use and protection of data, systems and software and I agree to abide by them in full compliance thereof.

Name:

Date:

Signature:

## **HR 2.01 F6 – Data Protection Declaration**

To: Codeyoung (“Codeyoung”)

1. I, the undersigned, make this declaration in my capacity as an employee of Codeyoung, and as a condition of being assigned by Codeyoung to perform certain services for Codeyoung and any of its direct or indirect subsidiaries (individually a “Data Controller” and together the “Data Controllers”).

2. I hereby and solemnly undertake that I will at all times maintain strict confidentiality with regard to, and will not for my own or anyone else’s use (whether for profit or not) make copies of or notes about, any and all matters of a confidential nature or the Personal Data of anyone including but not limited to name, age, preferences, medical or health status or any other information which is reasonably deemed Personal in nature or deemed personal data by law concerning any of the Data Controllers, their customers, the state of their accounts or any other matter relating to the affairs of a Data Controller and its customers except where required by law to disclose such information or with the prior written permission of the Data Controller or the person to whom any duty of confidentiality is owed. Should I be required by law to make such a disclosure, I shall so far as lawful promptly inform the Codeyoung of such a requirement.

3. I undertake to deliver up to Codeyoung all and any records in any medium which I may hold at the end of my assignment in performing services for any of the Data Controllers.

4. I hereby confirm that I have read or viewed, and will confirm during the period of my assignment in performing services for any of the Data Controllers with, the following rules or requirements (as the same may be amended from time to time):

5. Codeyoung policies and standards concerning Information Technology and Information Technology Security.: In this respect I understand that the loading or use of software not supplied and authorized by Codeyoung on Codeyoung computer systems and/or the loading or use of Codeyoung Group's software on any other equipment is strictly forbidden;

- a. Codeyoung staff training video on data protection;
- b. Security procedures specific to the building where I am to carry out my assignment; and Codeyoung staff handbook.

6. I also confirm that I shall read or view, and will confirm during the period of my assignment in performing services for any of the Data Controllers with, any other rules or requirements (whether in relation to the data protection legislation referred to in paragraph 4(b) above or otherwise) advised to me by Codeyoung.

I confirm that I have read and understood the above conditions. I also understand that the Company may from time to time notify amendments or additional conditions related to the subject matter above and I agree to abide by them in full compliance thereof.

SIGNATURE

DATE



## DECLARATION OF ABSENCE OF PROCEEDINGS

I hereby confirm that:

I have never been convicted of a criminal offence involving fraud or dishonesty; and

I have never been declared bankrupt.

Signed \_\_\_\_\_

Name \_\_\_\_\_

Codeyoung Dept. / Job title\_

Date \_\_\_\_\_

## **INFORMATION SYSTEMS USAGE - TERMS AND CONDITIONS**

1. Usage of or access to the Internet, computer and software 'equipment' wherever situated in Codeyoung premises or those made available by Codeyoung, its customers or business partners is to be conducted in a business-like and professional manner. Use of Email and computer systems are provided for Codeyoung's business matters only. Any breach is subject to disciplinary procedure, up to and including revocation of access privileges and termination of employment.

Internet and Email access is not to be used for the following purposes, which are expressly forbidden: solicitation of correspondence unrelated to business activities, illegal, libellous or offensive messages, prejudice or harassment whether racial, sexual or of any other kind, action prejudicial to another's business, his reputation or his Internet access (flaming, spamming etc.), for download of pornography, games software or other salacious or frivolous material, for obtaining or purchasing executable (exe) software without specific prior approval or video, audio or music material, nor for participation in news - groups, use-groups or chat-rooms, nor for issuance of any form of formally unauthorized business advice.

2. No legal commitment by Email on behalf of any member of Codeyoung, or for the conclusion of any form of commercial contractual agreement; nor for communication of any advertising/marketing material without prior approval of an authorized person must be made.

3. The user shall respect and abide by all applicable laws, including confidentiality, copyright and data protection laws. In particular the user must not copy or transmit to third parties the works of others without their permission as this may infringe copyright.

4. Hard copies must be taken of any electronic mail messages which need to be retained for regulatory or other legal purposes, as advised by the Compliance function. Comment – Codeyoung Management to assess if they like to retain this practice.

5. The user must not import files or messages without ensuring that they have first been scanned for viruses.

6. The user will bear in mind at all times that electronic mail messages, however confidential or damaging, may have to be disclosed in court proceedings or investigations.

7. Codeyoung is entitled at any time to examine the computer systems and/or download details of and/or monitor any usage of any kind by the user of the Internet including, without limitation, any Email messages, whether or not created by the user, the content of any pages downloaded and any mechanisms which record the user's use of the Internet.



I Swikrit Nepal,

The user acknowledges receipt of the above conditions (which I have read and understood). I accept and agree to comply with, all the matters referred to in them. I understand that failure to do so may result in disciplinary action against me. I also understand that the Company may from time to time notify amendments or additional conditions related to the subject matter above and I agree to abide by them in full compliance thereof.

SIGNATURE

DATE



## **HR 2.01 F10 – Data Consent Form**

### **Personal data - Consent**

In consideration of being evaluated for employment by Codeyoung, for purposes of pre - employment, during employment and post-employment processing of my personal data

I hereby expressly agree and consent as follows:

Codeyoung or its authorized agents or service providers or third parties including platforms or aggregators may collect, process and disclose my personal information/data to verify the accuracy of the information I have provided in my application form or during my recruitment process, by conducting appropriate background checks. In this regard, Codeyoung may, amongst other, obtain a personal credit report, conduct a criminal record search, and contact the persons I have appointed as personal references during my recruitment.

I understand and agree that:

My personal information/data may be processed, analyzed and accessed by or on behalf of Codeyoung by third parties whether based in India or other locations, where there may be less stringent data protection laws than in India.

Codeyoung shall protect my Personal Data in accordance with the applicable laws by using industry-standard security and protection protocols.

At any time Codeyoung or its authorized agents or service providers may request, collect, process and disclose my personal information/data for processing my salary, health insurance, employee benefits, for employment or other intranet or internet portals or platforms and other such operations lawfully necessary.

Date:

Signature:

Name

### HR 2.01 F10 – Data Consent Form

The CTC provided by the company is will be **INR 7,36,000 per annum**. **INR 4,36,000** is fixed (per annum) and INR 3,00,000 is the variable (per annum). The variable is based on the performance (achieving the revenue targets) and is paid out on a monthly basis as per the existing incentive structure at that point in time.

Full Breakdown of fixed CTC will be given below

- Subject to deductions for Employee’s contribution to PF, Professional Tax, Income Tax and other statutory deductions that may be applicable
- EPFO guidelines for International Worker applicable.
- Any other relevant Compensation & Benefits related matter shall be governed by the service rules and policies in force and applicable from time to time.
- As per IT Act, it is mandatory for all individuals working in India whose receipts are subject to deduction of tax at source (the deductee) to furnish his/ her PAN details to the deductor (Company), failing which the deductor (Company) w.e.f. April 2010 will deduct Tax at Source at rates higher than normal as per norms.

S.No.	Salary	Annual	Monthly
1	Basic Salary	₹206,300	₹17,192
2	House Rent Allowance	₹82,520	₹6,877
3	LTA	₹20,630	₹1,719
4	Special Allowances	₹103,150	₹8,596
5	Night Allowance	₹36,014	₹3,001
	<b>Gross Salary</b>	<b>₹412,600</b>	<b>₹34,383</b>
	Employer Contribution to PF	₹23,400	₹1,950
<b>A</b>	<b>CTC Total</b>	<b>436000</b>	<b>36333</b>
	<b>Deductions</b>		
1	Professional Tax	₹2,400	₹200
2	Provident Fund	₹21,600	₹1,800
<b>B</b>	<b>Total Deductions</b>	<b>₹24,000</b>	<b>₹2,000</b>
<b>A - B</b>	<b>Net Salary</b>	<b>₹388,600</b>	<b>₹32,383</b>

With regards,

Shailendra Dhakad  
Director  
Codeyoung



Capgemini Technology Services India Limited  
(Formerly known as IGATE Global Solutions Limited)  
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,  
Navi Mumbai 400708, Maharashtra, India.  
[www.capgemini.com/in-en](http://www.capgemini.com/in-en)

## Letter of Intent ("LOI")

Dear TEJASWARREDDY C

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LoI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

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

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact [fresherhiring.in@capgemini.com](mailto:fresherhiring.in@capgemini.com)

Thanking you,

Yours Sincerely,

**For & On Behalf of Capgemini**

**Tejinder Sethi**

**Head - Fresher Hiring**

## **ANNEXURE 1**

**TEJASWARREDDY C**  
**Analyst and A4**

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 3,00,000/- (Rupees Three Lakh only)**. **Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to INR 3,80,000/- (Rupees Three Lakh and Eighty Thousand only)**. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

**For & On Behalf of Capgemini**

**Tejinder Sethi**  
**Head - Fresher Hiring**

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Regd Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India.



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## Letter of Intent ("LOI")

Dear THIPPESWAMY ABHISHEK

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LoI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

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2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
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Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

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You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

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We look forward to hearing from you. Should you have any query, please do not hesitate to contact [fresherhiring.in@capgemini.com](mailto:fresherhiring.in@capgemini.com)

Thanking you,

Yours Sincerely,

**For & On Behalf of Capgemini**

**Tejinder Sethi**

**Head - Fresher Hiring**

## **ANNEXURE 1**

**THIPPESWAMY ABHISHEK**  
**Analyst and A4**

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**For & On Behalf of Capgemini**

**Tejinder Sethi**  
**Head - Fresher Hiring**

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Regd Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India.

**MAY 17<sup>th</sup> 2022**

**Mr. THMMINENI SURESH**  
**Bangalore.**

**Sub: Appointment Letter.**

**Dear . THMMINENI SURESH**

We are pleased to offer you an employment with **Software Developer** in our Organization **SMARTBORN SOFTWARE CONSULTING PVT.LTD.** with effect from **JUNE 13<sup>th</sup> 2023** on the following terms and conditions.

**1. Compensation and Benefits**

- a) This Letter of Appointment outlines the general terms of your employment with **SMARTBORN SOFTWARE CONSULTING PVT.LTD.** You will be entitled for a learning bonus of Rs. 10,000/- until you will be serving as in-house candidate of **smartborn.** Your CTC per annum is Rs. **4,00,000** /-( Four Lakh Rupees only)
  - b) You shall not reveal any fact concerning your remuneration to any third party, either within or outside the Company and irrespective of whether you accept this offer or not. Breach of this obligation shall invite legal consequences.
2. You will be under probation period for 6 months from the date of your joining. During this period if your performance and conduct found to be unsatisfactory or if you fail, refuse or neglect to carry out and perform your duties assigned to you by the company, you will be terminated from the services.
  3. You shall faithfully and to the best of your ability perform your duties that may be entrusted to you from time to time by the management. You will be bound by rules, regulations and orders promulgated by the management in relation to conduct, discipline and policy matters.
  4. You shall carry out the job and such other jobs connected with or incidental to which is necessary for business of the company. You shall do any other work assigned to you which you are capable of doing or work at any other post which has been temporarily assigned to you.
  5. You will be liable to be transferred by the Company from time to time to any other location, department, function, establishment, or branch of the Company or Subsidiary, associate or affiliate Company anywhere in India or abroad depending on the exigencies of business. In such case you will be governed by the terms and conditions of service applicable to the new assignment.

6. **Secrecy-** You are expected to maintain utmost secrecy with regard to the affairs of the Company and shall keep confidential any information, whether written or oral, which relates to internal controls, computer or data processing programs, algorithms, electronic data processing applications, routines, subroutines, techniques or systems, or information concerning the business or financial affairs and methods of operation or proposed methods of operation, accounts, transactions, proposed transactions, security procedures, trade secrets, know-how, or inventions of **smartborn**, or its affiliate, or any client, agent, contractor or vendor. You shall not disclose the identities and other related information of any of its clients. Breach of this provision shall be treated as a gross violation of the terms herein and your services are liable to be terminated and also shall invite legal consequences.
7. Considering the urgency of meeting the deadlines of specific assignments and other conditions prevailing at the time, you may be required to put in extra hours/ days at work.
8. You will not undertake any representation or employment in any form or kind for yourself or for any other company while in the employment of **smartborn**.
9. You shall not install, download, copy and duplicate any unauthorized or unlicensed software, programs, games, attachments on to your computer systems.
10. You will be entitled to a paid leave as per Company's policies. You will be bound by the Company's Personnel Policies and other Service Rules which will be communicated to you, from time to time.

In case of any unauthorized absence or absence without permission from duty for a continuous period of 5 days would make you lose your lien on employment.

11. If the employee wants to leave the services, he/she have to give 60 days' notice and the Company will relieve only after the handover process has been completed properly to the satisfaction of the Company.
12. The company reserves the right to terminate the services without giving any notice or pay at any point of time, if breach of any of the conditions mentioned in this letter is noticed.

On cessation of employment with the company, you shall return all documents, books, papers relating to the affairs of the company.

13. You are appointed on the basis of your education and experience mentioned by you in your application/personal data form. In case the facts mentioned therein are found to be incorrect, this will result in termination of your appointment without any notice or salary in lieu thereof

**SALARY ANNEXURE**

We welcome you to **smartborn** and look forward to a long and fruitful association.

<b>Components</b>	<b>Rs.</b>
	<b>Monthly</b>
Basic Salary	15,000
House Rent Allowance	5000
Special Allowance	13,000
<b>Gross Salary</b>	<b>30,000</b>
Company's PF Contribution	1727
Gratuity	1656
<b>Cost to Company</b>	<b>33,383</b>

Thanking You,  
For **Smartborn**

## **Documents**

Please bring the originals and photocopies of the following documents at the time of your joining.

- All relevant educational certificates starting from Xth Grade to highest degree.
- Address Proof - Aadhar Card / Driving License / Ration Card.
- 5 passport- sized color photographs.
- 3 photocopies of PAN card.
- Photocopy of Passport.
- Experience letter from the present and all previous Employers, if applicable.
- Relieving letter from previous employer, if applicable.
- Last three months salary slip, if applicable
- Appraisal letter from the previous employer, if applicable.



Capgemini Technology Services India Limited  
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[www.capgemini.com/in-en](http://www.capgemini.com/in-en)

## Letter of Intent ("LOI")

Dear THUMMALA CHENNA REDDY

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LoI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

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

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact [fresherhiring.in@capgemini.com](mailto:fresherhiring.in@capgemini.com)

Thanking you,

Yours Sincerely,

**For & On Behalf of Capgemini**

**Tejinder Sethi**

**Head - Fresher Hiring**

## **ANNEXURE 1**

**THUMMALA CHENNA REDDY**  
**Analyst and A4**

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 3,00,000/- (Rupees Three Lakh only)**. **Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to INR 3,80,000/- (Rupees Three Lakh and Eighty Thousand only)**. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

**For & On Behalf of Capgemini**

**Tejinder Sethi**  
**Head - Fresher Hiring**

---

Regd Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India.

**MAY 17<sup>th</sup> 2022**

**Ms. VARSH M  
Bangalore.**

**Sub: Appointment Letter.**

**Dear . VARSH M**

We are pleased to offer you an employment with **Software Developer** in our Organization **SMARTBORN SOFTWARE CONSULTING PVT.LTD.** with effect from **JUNE 13<sup>th</sup> 2023** on the following terms and conditions.

**1. Compensation and Benefits**

- a) This Letter of Appointment outlines the general terms of your employment with **SMARTBORN SOFTWARE CONSULTING PVT.LTD.** You will be entitled for a learning bonus of Rs. 10,000/- until you will be serving as in-house candidate of **smartborn**. Your CTC per annum is Rs. **4,00,000** /-( Four Lakh Rupees only)
- b) You shall not reveal any fact concerning your remuneration to any third party, either within or outside the Company and irrespective of whether you accept this offer or not. Breach of this obligation shall invite legal consequences.

**2.** You will be under probation period for 6 months from the date of your joining. During this period if your performance and conduct found to be unsatisfactory or if you fail, refuse or neglect to carry out and perform your duties assigned to you by the company, you will be terminated from the services.

**3.** You shall faithfully and to the best of your ability perform your duties that may be entrusted to you from time to time by the management. You will be bound by rules, regulations and orders promulgated by the management in relation to conduct, discipline and policy matters.

**4.** You shall carry out the job and such other jobs connected with or incidental to which is necessary for business of the company. You shall do any other work assigned to you which you are capable of doing or work at any other post which has been temporarily assigned to you.

**5.** You will be liable to be transferred by the Company from time to time to any other location, department, function, establishment, or branch of the Company or Subsidiary, associate or affiliate Company anywhere in India or abroad depending on the exigencies of business. In such case you will be governed by the terms and conditions of service applicable to the new assignment.

6. **Secrecy-** You are expected to maintain utmost secrecy with regard to the affairs of the Company and shall keep confidential any information, whether written or oral, which relates to internal controls, computer or data processing programs, algorithms, electronic data processing applications, routines, subroutines, techniques or systems, or information concerning the business or financial affairs and methods of operation or proposed methods of operation, accounts, transactions, proposed transactions, security procedures, trade secrets, know-how, or inventions of **smartborn**, or its affiliate, or any client, agent, contractor or vendor. You shall not disclose the identities and other related information of any of its clients. Breach of this provision shall be treated as a gross violation of the terms herein and your services are liable to be terminated and also shall invite legal consequences.
7. Considering the urgency of meeting the deadlines of specific assignments and other conditions prevailing at the time, you may be required to put in extra hours/ days at work.
8. You will not undertake any representation or employment in any form or kind for yourself or for any other company while in the employment of **smartborn**.
9. You shall not install, download, copy and duplicate any unauthorized or unlicensed software, programs, games, attachments on to your computer systems.
10. You will be entitled to a paid leave as per Company's policies. You will be bound by the Company's Personnel Policies and other Service Rules which will be communicated to you, from time to time.

In case of any unauthorized absence or absence without permission from duty for a continuous period of 5 days would make you lose your lien on employment.

11. If the employee wants to leave the services, he/she have to give 60 days' notice and the Company will relieve only after the handover process has been completed properly to the satisfaction of the Company.
12. The company reserves the right to terminate the services without giving any notice or pay at any point of time, if breach of any of the conditions mentioned in this letter is noticed.

On cessation of employment with the company, you shall return all documents, books, papers relating to the affairs of the company.

13. You are appointed on the basis of your education and experience mentioned by you in your application/personal data form. In case the facts mentioned therein are found to be incorrect, this will result in termination of your appointment without any notice or salary in lieu thereof

**SALARY ANNEXURE**

We welcome you to **smartborn** and look forward to a long and fruitful association.

<b>Components</b>	<b>Rs.</b>
	<b>Monthly</b>
Basic Salary	15,000
House Rent Allowance	5000
Special Allowance	13,000
<b>Gross Salary</b>	<b>30,000</b>
Company's PF Contribution	1727
Gratuity	1656
<b>Cost to Company</b>	<b>33,383</b>

Thanking You,  
For **Smartborn**

## **Documents**

Please bring the originals and photocopies of the following documents at the time of your joining.

- All relevant educational certificates starting from Xth Grade to highest degree.
- Address Proof - Aadhar Card / Driving License / Ration Card.
- 5 passport- sized color photographs.
- 3 photocopies of PAN card.
- Photocopy of Passport.
- Experience letter from the present and all previous Employers, if applicable.
- Relieving letter from previous employer, if applicable.
- Last three months salary slip, if applicable
- Appraisal letter from the previous employer, if applicable.



Capgemini Technology Services India Limited  
(Formerly known as IGATE Global Solutions Limited)  
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,  
Navi Mumbai 400708, Maharashtra, India.  
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121  
[www.capgemini.com/in-en](http://www.capgemini.com/in-en)

## Letter of Intent ("LOI")

Dear VIJAY S

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

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Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
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Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

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You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact [fresherhiring.in@capgemini.com](mailto:fresherhiring.in@capgemini.com)

Thanking you,

Yours Sincerely,

**For & On Behalf of Capgemini**

**Tejinder Sethi**

**Head - Fresher Hiring**

## **ANNEXURE 1**

**VIJAY S**  
**Analyst and A4**

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**For & On Behalf of Capgemini**

**Tejinder Sethi**  
**Head - Fresher Hiring**

**MAY 17<sup>th</sup> 2022**

**Mr. VIKRANT KUMAR**  
**Bangalore.**

**Sub: Appointment Letter.**

**Dear . VIKRANT KUMAR**

We are pleased to offer you an employment with **Software Developer** in our Organization **SMARTBORN SOFTWARE CONSULTING PVT.LTD.** with effect from **JUNE 13<sup>th</sup> 2023** on the following terms and conditions.

**1. Compensation and Benefits**

- a) This Letter of Appointment outlines the general terms of your employment with **SMARTBORN SOFTWARE CONSULTING PVT.LTD.** You will be entitled for a learning bonus of Rs. 10,000/- until you will be serving as in-house candidate of **smartborn.** Your CTC per annum is Rs. **4,00,000** /-( Four Lakh Rupees only)
  - b) You shall not reveal any fact concerning your remuneration to any third party, either within or outside the Company and irrespective of whether you accept this offer or not. Breach of this obligation shall invite legal consequences.
2. You will be under probation period for 6 months from the date of your joining. During this period if your performance and conduct found to be unsatisfactory or if you fail, refuse or neglect to carry out and perform your duties assigned to you by the company, you will be terminated from the services.
  3. You shall faithfully and to the best of your ability perform your duties that may be entrusted to you from time to time by the management. You will be bound by rules, regulations and orders promulgated by the management in relation to conduct, discipline and policy matters.
  4. You shall carry out the job and such other jobs connected with or incidental to which is necessary for business of the company. You shall do any other work assigned to you which you are capable of doing or work at any other post which has been temporarily assigned to you.
  5. You will be liable to be transferred by the Company from time to time to any other location, department, function, establishment, or branch of the Company or Subsidiary, associate or affiliate Company anywhere in India or abroad depending on the exigencies of business. In such case you will be governed by the terms and conditions of service applicable to the new assignment.

6. **Secrecy-** You are expected to maintain utmost secrecy with regard to the affairs of the Company and shall keep confidential any information, whether written or oral, which relates to internal controls, computer or data processing programs, algorithms, electronic data processing applications, routines, subroutines, techniques or systems, or information concerning the business or financial affairs and methods of operation or proposed methods of operation, accounts, transactions, proposed transactions, security procedures, trade secrets, know-how, or inventions of **smartborn**, or its affiliate, or any client, agent, contractor or vendor. You shall not disclose the identities and other related information of any of its clients. Breach of this provision shall be treated as a gross violation of the terms herein and your services are liable to be terminated and also shall invite legal consequences.
7. Considering the urgency of meeting the deadlines of specific assignments and other conditions prevailing at the time, you may be required to put in extra hours/ days at work.
8. You will not undertake any representation or employment in any form or kind for yourself or for any other company while in the employment of **smartborn**.
9. You shall not install, download, copy and duplicate any unauthorized or unlicensed software, programs, games, attachments on to your computer systems.
10. You will be entitled to a paid leave as per Company's policies. You will be bound by the Company's Personnel Policies and other Service Rules which will be communicated to you, from time to time.

In case of any unauthorized absence or absence without permission from duty for a continuous period of 5 days would make you lose your lien on employment.

11. If the employee wants to leave the services, he/she have to give 60 days' notice and the Company will relieve only after the handover process has been completed properly to the satisfaction of the Company.
12. The company reserves the right to terminate the services without giving any notice or pay at any point of time, if breach of any of the conditions mentioned in this letter is noticed.

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**SALARY ANNEXURE**

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<b>Gross Salary</b>	<b>30,000</b>
Company's PF Contribution	1727
Gratuity	1656
<b>Cost to Company</b>	<b>33,383</b>

Thanking You,  
For **Smartborn**

## **Documents**

Please bring the originals and photocopies of the following documents at the time of your joining.

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- Address Proof - Aadhar Card / Driving License / Ration Card.
- 5 passport- sized color photographs.
- 3 photocopies of PAN card.
- Photocopy of Passport.
- Experience letter from the present and all previous Employers, if applicable.
- Relieving letter from previous employer, if applicable.
- Last three months salary slip, if applicable
- Appraisal letter from the previous employer, if applicable.

**MAY 17<sup>th</sup> 2022**

**Mr. YASHWANTH K  
Bangalore.**

**Sub: Appointment Letter.**

**Dear . YASHWANTH K**

We are pleased to offer you an employment with **Software Developer** in our Organization **SMARTBORN SOFTWARE CONSULTING PVT.LTD.** with effect from **JUNE 13<sup>th</sup> 2023** on the following terms and conditions.

**1. Compensation and Benefits**

- a) This Letter of Appointment outlines the general terms of your employment with **SMARTBORN SOFTWARE CONSULTING PVT.LTD.** You will be entitled for a learning bonus of Rs. 10,000/- until you will be serving as in-house candidate of **smartborn.** Your CTC per annum is Rs. **4,00,000** /-( Four Lakh Rupees only)
  - b) You shall not reveal any fact concerning your remuneration to any third party, either within or outside the Company and irrespective of whether you accept this offer or not. Breach of this obligation shall invite legal consequences.
- 2.** You will be under probation period for 6 months from the date of your joining. During this period if your performance and conduct found to be unsatisfactory or if you fail, refuse or neglect to carry out and perform your duties assigned to you by the company, you will be terminated from the services.
- 3.** You shall faithfully and to the best of your ability perform your duties that may be entrusted to you from time to time by the management. You will be bound by rules, regulations and orders promulgated by the management in relation to conduct, discipline and policy matters.
- 4.** You shall carry out the job and such other jobs connected with or incidental to which is necessary for business of the company. You shall do any other work assigned to you which you are capable of doing or work at any other post which has been temporarily assigned to you.
- 5.** You will be liable to be transferred by the Company from time to time to any other location, department, function, establishment, or branch of the Company or Subsidiary, associate or affiliate Company anywhere in India or abroad depending on the exigencies of business. In such case you will be governed by the terms and conditions of service applicable to the new assignment.

6. **Secrecy-** You are expected to maintain utmost secrecy with regard to the affairs of the Company and shall keep confidential any information, whether written or oral, which relates to internal controls, computer or data processing programs, algorithms, electronic data processing applications, routines, subroutines, techniques or systems, or information concerning the business or financial affairs and methods of operation or proposed methods of operation, accounts, transactions, proposed transactions, security procedures, trade secrets, know-how, or inventions of **smartborn**, or its affiliate, or any client, agent, contractor or vendor. You shall not disclose the identities and other related information of any of its clients. Breach of this provision shall be treated as a gross violation of the terms herein and your services are liable to be terminated and also shall invite legal consequences.
7. Considering the urgency of meeting the deadlines of specific assignments and other conditions prevailing at the time, you may be required to put in extra hours/ days at work.
8. You will not undertake any representation or employment in any form or kind for yourself or for any other company while in the employment of **smartborn**.
9. You shall not install, download, copy and duplicate any unauthorized or unlicensed software, programs, games, attachments on to your computer systems.
10. You will be entitled to a paid leave as per Company's policies. You will be bound by the Company's Personnel Policies and other Service Rules which will be communicated to you, from time to time.

In case of any unauthorized absence or absence without permission from duty for a continuous period of 5 days would make you lose your lien on employment.

11. If the employee wants to leave the services, he/she have to give 60 days' notice and the Company will relieve only after the handover process has been completed properly to the satisfaction of the Company.
12. The company reserves the right to terminate the services without giving any notice or pay at any point of time, if breach of any of the conditions mentioned in this letter is noticed.

On cessation of employment with the company, you shall return all documents, books, papers relating to the affairs of the company.

13. You are appointed on the basis of your education and experience mentioned by you in your application/personal data form. In case the facts mentioned therein are found to be incorrect, this will result in termination of your appointment without any notice or salary in lieu thereof

**SALARY ANNEXURE**

We welcome you to **smartborn** and look forward to a long and fruitful association.

<b>Components</b>	<b>Rs.</b>
	<b>Monthly</b>
Basic Salary	15,000
House Rent Allowance	5000
Special Allowance	13,000
<b>Gross Salary</b>	<b>30,000</b>
Company's PF Contribution	1727
Gratuity	1656
<b>Cost to Company</b>	<b>33,383</b>

Thanking You,  
For **Smartborn**

## **Documents**

Please bring the originals and photocopies of the following documents at the time of your joining.

- All relevant educational certificates starting from Xth Grade to highest degree.
- Address Proof - Aadhar Card / Driving License / Ration Card.
- 5 passport- sized color photographs.
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- Experience letter from the present and all previous Employers, if applicable.
- Relieving letter from previous employer, if applicable.
- Last three months salary slip, if applicable
- Appraisal letter from the previous employer, if applicable.

**MAY 17<sup>th</sup> 2022**

**Ms. YUKTHA R**  
**Bangalore.**

**Sub: Appointment Letter.**

**Dear . YUKTHA R**

We are pleased to offer you an employment with **Software Developer** in our Organization **SMARTBORN SOFTWARE CONSULTING PVT.LTD.** with effect from **JUNE 13<sup>th</sup> 2023** on the following terms and conditions.

**1. Compensation and Benefits**

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- Appraisal letter from the previous employer, if applicable.



## OFFER CUM APPOINTMENT LETTER

To,  
Mr. Yashwanth Kumar M,

Date: Thursday, April 13, 2023

We are pleased to offer you the position of Valuation Engineer at Klarheit Valuers and Engineering Services Private Limited in Bangalore with a Tentative start date of **13-06-2023**. You will be reporting directly to Mr. Gireesh G.

### Responsibility:

- Visit different properties for property valuation as allocated from office. During visit your responsibility is to identify & Demarcation of the property, need to take site measurements, Prepare technical site visit report and need to collect rate references in locality.
- Draft valuation report for different bank and NBFC's.
- Verification of different technical, ownership and revenue documents to arrive at property Valuation.
- Verify different government and private websites to arrive at opinion for valuation.
- Carry out assigned work with utmost Integrity, Quality and responsibility.
- Need to update MIS on daily basis for work assigned.

### Salary:

The monthly starting salary for this position will be **Rs. 17,000/-** and petrol conveyance will be Rs. 3/- per KM subject to submission of conveyance. In addition to salary on the basis of performance bonus will be allocate by company. Salary appraisal will be after or before 1 year based on performance. Professional Tax of Rs. 200/- and Insurance Premium will be deducted from the monthly salary. The said Salary will be paid on or before first 10 working days & Conveyance shall be paid on or before first 15 working days.

### Annual Leaves:

Probation period will be 06 months, during probation period paid leaves will not be allocated. After completion of probation period employee will be eligible for 1 paid leave / month subject to approval from reporting manager. Paid leaves cannot be merged/clubbed together.

Paid leave cannot be converted in the form of money or any other benefit.

### **Termination of Employment:**

**Termination by Employer:** Company can terminate employee for willful misconduct or non-performance, in such situation company can terminate employment with immediate effect without notice period. Salary will be kept on hold in same circumstances.

**Termination by Employee:** You are expected to serve the company for minimum period of 18 Months. If in the event you decide to terminate the contract before 18 months, you must provide 90 days advance notice period. Notice period cannot be used to offset against any applicable leaves. If you fail to serve notice period of 90 days your salary and conveyance will be on hold for last month you serve. Also company will not provide any employment documents and will declare as "abscond", same will be shared with other property valuers, Client banks and NBFC's.

### **Confidentiality:**

As part of your employment, you will acquire or develop confidential and proprietary information concerning the company and its dealings and method of dealings with its customers (and their clients or its end users) and employees and you also will develop relationships of special trust and confidence with the company's customers (and their clients or end users) and employees (Collectively, Confidential Matter's). You agree that such Confidential Matter is for the company's exclusive benefit and that, both during your employment and at all times thereafter, you will not directly or indirectly use or disclose any Confidential Matter except for the sole benefit and with the consent of the Company. Upon the conclusion of your employment, you will promptly return all documents and information (including computer generated or stored matters) concerning the company or its customers and employees.

### **Insurance:**

Employee is covered under Company insurance Policy. Insurance shall be valid till the employee is employed within the company. Insurance premium shall be borne by the employee itself. Coverage details are as below.

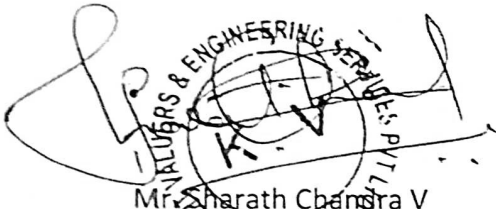
- Premium - **Rs 2216 / year**
- Death / Permanent Total Disability = 25 lacs
- Partial Permanent Disability = 25 lac
- Temporary Total Disability = Rs 1000 /- per week till 100 weeks
- Medical / Hospitalisation expenses = Rs 200000/-



**List of Documents:** You need to submit below mentioned documents. All documents should be self-attested.

1. Copy of resume
2. Last six month bank statement
3. Last three month salary slip ( If applicable )
4. Copy of Aadhar card
5. Copy of pan card
6. Copy of Driving license
7. Current residence proof
8. Copy of Diploma / Degree certificate

Please confirm your acceptance of this offer by signing and returning this letter.

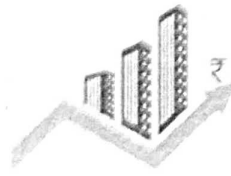
  
Mr. Sharath Chandra V  
Director

Klarheit Valuers and Engineering  
Services private Limited

Employee Sign & Date

I, (Yashwanth Kumar M), declared that,

- I agree and accept this offer of employment.
- Documents submitted by me are true and correct.
- I will use helmet during travelling and will follow all traffic rules.
- My bike insurance is not expired.
- I will follow all rules and regulation set by management of Klarheit Valuers and Engineering Services Pvt Ltd.



## OFFER CUM APPOINTMENT LETTER

To,  
Mr. Shumant Kumar Yadav,

Date: -Thursday, April 13, 2023

We are pleased to offer you the position of Valuation Engineer at Klarheit Valuers and Engineering Services Private Limited in Bangalore/Pune with a Tentative start date of **13-06-2023**. You will be reporting directly to Mr. Gireesh G.

### Job Responsibility:

- Visit different properties for property valuation as allocated from office. During visit your responsibility is to identify & Demarcation of the property, need to take site measurements, Prepare technical site visit report and need to collect rate references in locality.
- Draft valuation report for different bank and NBFC's.
- Verification of different technical, ownership and revenue documents to arrive at property Valuation.
- Verify different government and private websites to arrive at opinion for valuation.
- Carry out assigned work with utmost Integrity, Quality and responsibility.
- Need to update MIS on daily basis for work assigned.

### Salary:

The monthly starting salary for this position will be **Rs. 17,000/-** and petrol conveyance will be Rs. 3/- per KM subject to submission of conveyance. In addition to salary on the basis of performance bonus will be allocate by company. Salary appraisal will be after or before 1 year based on performance. Professional Tax of Rs. 200/- and Insurance Premium will be deducted from the monthly salary. The said Salary will be paid on or before first 10 working days & Conveyance shall be paid on or before first 15 working days.

### Annual Leaves:

Probation period will be 06 months, during probation period paid leaves will not be allocated. After completion of probation period employee will be eligible for 1 paid leave / month subject to approval from reporting manager. Paid leaves cannot be merged/clubbed together.

Paid leave cannot be converted in the form of money or any other benefit.

### **Termination of Employment:**

**Termination by Employer:** Company can terminate employee for willful misconduct or non-performance, in such situation company can terminate employment with immediate effect without notice period. Salary will be kept on hold in same circumstances.

**Termination by Employee:** You are expected to serve the company for minimum period of 18 Months. If in the event you decide to terminate the contract before 18 months, you must provide 90 days advance notice period. Notice period cannot be used to offset against any applicable leaves. If you fail to serve notice period of 90 days your salary and conveyance will be on hold for last month you serve. Also company will not provide any employment documents and will declare as "abscond", same will be shared with other property valuers, Client banks and NBFC's.

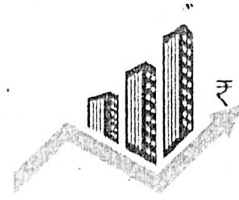
### **Confidentiality:**

As part of your employment, you will acquire or develop confidential and proprietary information concerning the company and its dealings and method of dealings with its customers (and their clients or its end users) and employees and you also will develop relationships of special trust and confidence with the company's customers (and their clients or end users) and employees (Collectively, Confidential Matter's). You agree that such Confidential Matter is for the company's exclusive benefit and that, both during your employment and at all times thereafter, you will not directly or indirectly use or disclose any Confidential Matter except for the sole benefit and with the consent of the Company. Upon the conclusion of your employment, you will promptly return all documents and information (including computer generated or stored matters) concerning the company or its customers and employees.

### **Insurance:**

Employee is covered under Company insurance Policy. Insurance shall be valid till the employee is employed within the company. Insurance premium shall be borne by the employee itself. Coverage details are as below.

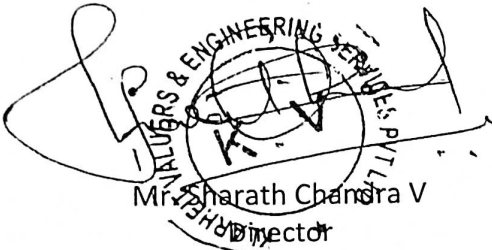
- Premium - **Rs 2216 / year**
- Death / Permanent Total Disability = 25 lacs
- Partial Permanent Disability = 25 lac
- Temporary Total Disability = Rs 1000 /- per week till 100 weeks
- Medical / Hospitalisation expenses = Rs 200000/-



**List of Documents:** You need to submit below mentioned documents. All documents should be self-attested.

1. Copy of resume
2. Last six month bank statement
3. Last three month salary slip ( If applicable )
4. Copy of Aadhar card
5. Copy of pan card
6. Copy of Driving license
7. Current residence proof
8. Copy of Diploma / Degree certificate

Please confirm your acceptance of this offer by signing and returning this letter.

  
Mr. Sharath Chandra V  
Director

Klarheit Valuers and Engineering  
Services private Limited

Employee Sign & Date

I, (Shumant Kumar Yadav), declared that,

- I agree and accept this offer of employment.
- Documents submitted by me are true and correct.
- I will use helmet during travelling and will follow all traffic rules.
- My bike insurance is not expired.
- I will follow all rules and regulation set by management of Klarheit Valuers and Engineering Services Pvt Ltd.



## OFFER CUM APPOINTMENT LETTER

Date: -Thursday, April 13, 2023

To,  
Mr. Pavan Kumar,

We are pleased to offer you the position of Valuation Engineer at Klarheit Valuers and Engineering Services Private Limited in Bangalore with a Tentative start date of **13-06-2023**. You will be reporting directly to Mr. Gireesh G.

### Job Responsibility:

- Visit different properties for property valuation as allocated from office. During visit your responsibility is to identify & Demarcation of the property, need to take site measurements, Prepare technical site visit report and need to collect rate references in locality.
- Draft valuation report for different bank and NBFC's.
- Verification of different technical, ownership and revenue documents to arrive at property Valuation.
- Verify different government and private websites to arrive at opinion for valuation.
- Carry out assigned work with utmost Integrity, Quality and responsibility.
- Need to update MIS on daily basis for work assigned.

### Salary:

The monthly starting salary for this position will be **Rs. 17,000/-** and petrol conveyance will be Rs. 3/- per KM subject to submission of conveyance. In addition to salary on the basis of performance bonus will be allocate by company. Salary appraisal will be after or before 1 year based on performance. Professional Tax of Rs. 200/- and Insurance Premium will be deducted from the monthly salary. The said Salary will be paid on or before first 10 working days & Conveyance shall be paid on or before first 15 working days.

### Annual Leaves:

Probation period will be 06 months, during probation period paid leaves will not be allocated. After completion of probation period employee will be eligible for 1 paid leave / month subject to approval from reporting manager. Paid leaves cannot be merged/clubbed together.  
Paid leave cannot be converted in the form of money or any other benefit.

### **Termination of Employment:**

**Termination by Employer:** Company can terminate employee for willful misconduct or non-performance, in such situation company can terminate employment with immediate effect without notice period. Salary will be kept on hold in same circumstances.

**Termination by Employee:** You are expected to serve the company for minimum period of 18 Months. If in the event you decide to terminate the contract before 18 months, you must provide 90 days advance notice period. Notice period cannot be used to offset against any applicable leaves. If you fail to serve notice period of 90 days your salary and conveyance will be on hold for last month you serve. Also company will not provide any employment documents and will declare as "abscond", same will be shared with other property valuers, Client banks and NBFC's.

### **Confidentiality:**

As part of your employment, you will acquire or develop confidential and proprietary information concerning the company and its dealings and method of dealings with its customers (and their clients or its end users) and employees and you also will develop relationships of special trust and confidence with the company's customers (and their clients or end users) and employees (Collectively, Confidential Matter's). You agree that such Confidential Matter is for the company's exclusive benefit and that, both during your employment and at all times thereafter, you will not directly or indirectly use or disclose any Confidential Matter except for the sole benefit and with the consent of the Company. Upon the conclusion of your employment, you will promptly return all documents and information (including computer generated or stored matters) concerning the company or its customers and employees.

### **Insurance:**

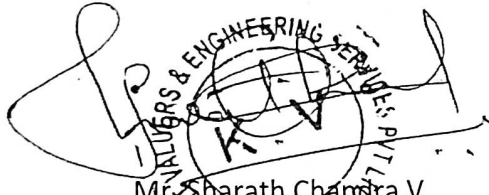
Employee is covered under Company insurance Policy. Insurance shall be valid till the employee is employed within the company. Insurance premium shall be borne by the employee itself. Coverage details are as below.

- Premium - Rs 2216 / year
- Death / Permanent Total Disability = 25 lacs
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- Temporary Total Disability = Rs 1000 /- per week till 100 weeks
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4. Copy of Aadhar card
5. Copy of pan card
6. Copy of Driving license
7. Current residence proof
8. Copy of Diploma / Degree certificate

Please confirm your acceptance of this offer by signing and returning this letter.



Mr. Sharath Chandra V  
Director

Klarheit Valuers and Engineering  
Services private Limited

Employee Sign & Date

I, (Pavan Kumar), declared that,

- I agree and accept this offer of employment.
- Documents submitted by me are true and correct.
- I will use helmet during travelling and will follow all traffic rules.
- My bike insurance is not expired.
- I will follow all rules and regulation set by management of Klarheit Valuers and Engineering Services Pvt Ltd.



Klarheit: Valuer  
& Engineering Services Private Limited

## OFFER CUM APPOINTMENT LETTER

Date: -Thursday, April 13, 2023

To,  
Mr. Yojan Ghimire,

We are pleased to offer you the position of Valuation Engineer at Klarheit Valuers and Engineering Services Private Limited in Bangalore/Pune with a Tentative start date of **13-06-2023**. You will be reporting directly to Mr. Gireesh G.

### Job Responsibility:

- Visit different properties for property valuation as allocated from office. During visit your responsibility is to identify & Demarcation of the property, need to take site measurements, Prepare technical site visit report and need to collect rate references in locality.
- Draft valuation report for different bank and NBFC's.
- Verification of different technical, ownership and revenue documents to arrive at property Valuation.
- Verify different government and private websites to arrive at opinion for valuation.
- Carry out assigned work with utmost Integrity, Quality and responsibility.
- Need to update MIS on daily basis for work assigned.

### Salary:

The monthly starting salary for this position will be **Rs. 17,000/-** and petrol conveyance will be Rs. 3/- per KM subject to submission of conveyance. In addition to salary on the basis of performance bonus will be allocate by company. Salary appraisal will be after or before 1 year based on performance. Professional Tax of Rs. 200/- and Insurance Premium will be deducted from the monthly salary. The said Salary will be paid on or before first 10 working days & Conveyance shall be paid on or before first 15 working days.

### Annual Leaves:

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Paid leave cannot be converted in the form of money or any other benefit.

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Bengaluru Address : Building num 1AC/201-1, 2nd Floor, 1st AA Cross, 2nd Main Road, near Bengaluru One, Kasturi Nagar, KR Puram Hobli, Bengaluru - 560 043  
Email: technical.karnataka@klarheitvaluers.com  
Web: www.klarheitvaluers.com  
Call: +91 9916767987 / 9738116133  
CIN: U45400PN2018PTC176964

### **Termination of Employment:**

**Termination by Employer:** Company can terminate employee for willful misconduct or non-performance, in such situation company can terminate employment with immediate effect without notice period. Salary will be kept on hold in same circumstances.

**Termination by Employee:** You are expected to serve the company for minimum period of 18 Months. If in the event you decide to terminate the contract before 18 months, you must provide 90 days advance notice period. Notice period cannot be used to offset against any applicable leaves. If you fail to serve notice period of 90 days your salary and conveyance will be on hold for last month you serve. Also company will not provide any employment documents and will declare as "abscond", same will be shared with other property valuers, Client banks and NBFC's.

### **Confidentiality:**

As part of your employment, you will acquire or develop confidential and proprietary information concerning the company and its dealings and method of dealings with its customers (and their clients or its end users) and employees and you also will develop relationships of special trust and confidence with the company's customers (and their clients or end users) and employees (Collectively, Confidential Matter's). You agree that such Confidential Matter is for the company's exclusive benefit and that, both during your employment and at all times thereafter, you will not directly or indirectly use or disclose any Confidential Matter except for the sole benefit and with the consent of the Company. Upon the conclusion of your employment, you will promptly return all documents and information (including computer generated or stored matters) concerning the company or its customers and employees.

### **Insurance:**

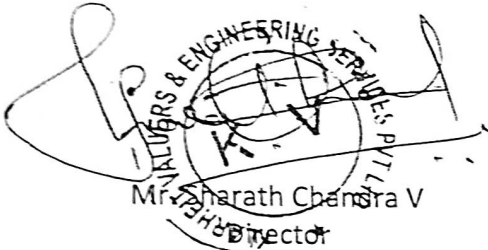
Employee is covered under Company insurance Policy. Insurance shall be valid till the employee is employed within the company. Insurance premium shall be borne by the employee itself. Coverage details are as below.

- Premium - Rs 2216 / year
- Death / Permanent Total Disability = 25 lacs
- Partial Permanent Disability = 25 lac
- Temporary Total Disability = Rs 1000 /- per week till 100 weeks
- Medical / Hospitalisation expenses = Rs 200000/-

**List of Documents:** You need to submit below mentioned documents. All documents should be self-attested.

1. Copy of resume
2. Last six month bank statement
3. Last three month salary slip ( If applicable )
4. Copy of Aadhar card
5. Copy of pan card
6. Copy of Driving license
7. Current residence proof
8. Copy of Diploma / Degree certificate

Please confirm your acceptance of this offer by signing and returning this letter.



Mr. Sharath Chandra V  
Director

Klarheit Valuers and Engineering  
Services private Limited

Employee Sign & Date

I, (Yojan Ghimire), declared that,

- I agree and accept this offer of employment.
- Documents submitted by me are true and correct.
- I will use helmet during travelling and will follow all traffic rules.
- My bike insurance is not expired.
- I will follow all rules and regulation set by management of Klarheit Valuers and Engineering Services Pvt Ltd.



## OFFER CUM APPOINTMENT LETTER

To,  
Mr. Prem Sagar S S,

Date: -Thursday, April 13, 2023

We are pleased to offer you the position of Valuation Engineer at Klarheit Valuers and Engineering Services Private Limited in Bangalore with a Tentative start date of **13-06-2023**. You will be reporting directly to Mr. Gireesh G.

### Job Responsibility:

- Visit different properties for property valuation as allocated from office. During visit your responsibility is to identify & Demarcation of the property, need to take site measurements, Prepare technical site visit report and need to collect rate references in locality.
- Draft valuation report for different bank and NBFC's.
- Verification of different technical, ownership and revenue documents to arrive at property Valuation.
- Verify different government and private websites to arrive at opinion for valuation.
- Carry out assigned work with utmost Integrity, Quality and responsibility.
- Need to update MIS on daily basis for work assigned.

### Salary:

The monthly starting salary for this position will be **Rs. 17,000/-** and petrol conveyance will be Rs. 3/- per KM subject to submission of conveyance. In addition to salary on the basis of performance bonus will be allocate by company. Salary appraisal will be after or before 1 year based on performance. Professional Tax of Rs. 200/- and Insurance Premium will be deducted from the monthly salary. The said Salary will be paid on or before first 10 working days & Conveyance shall be paid on or before first 15 working days.

### Annual Leaves:

Probation period will be 06 months, during probation period paid leaves will not be allocated. After completion of probation period employee will be eligible for 1 paid leave / month subject to approval from reporting manager. Paid leaves cannot be merged/clubbed together.

Paid leave cannot be converted in the form of money or any other benefit.

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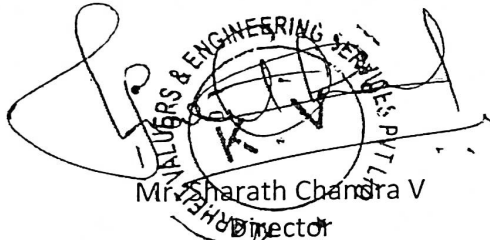
Employee is covered under Company insurance Policy. Insurance shall be valid till the employee is employed within the company. Insurance premium shall be borne by the employee itself. Coverage details are as below.

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5. Copy of pan card
6. Copy of Driving license
7. Current residence proof
8. Copy of Diploma / Degree certificate

Please confirm your acceptance of this offer by signing and returning this letter.



Mr. Sharath Chandra V  
Director

Klarheit Valuers and Engineering  
Services private Limited

Employee Sign & Date

I, (Prem Sagar S S), declared that,

- I agree and accept this offer of employment.
- Documents submitted by me are true and correct.
- I will use helmet during travelling and will follow all traffic rules.
- My bike insurance is not expired.
- I will follow all rules and regulation set by management of Klarheit Valuers and Engineering Services Pvt Ltd.



## OFFER CUM APPOINTMENT LETTER

To,  
Ms. Huidrom Arina Devi,

Date: -Thursday, April 13, 2023

We are pleased to offer you the position of Valuation Engineer at Klarheit Valuers and Engineering Services Private Limited at Bangalore / Pune with a tentative start date of 13/06/2023.

### Job Responsibility:

- Visit different properties for property valuation as allocated from office. During visit your responsibility is to identify & Demarcation of the property, need to take site measurements, Prepare technical site visit report and need to collect rate references in locality.
- Draft valuation report for different bank and NBFC's.
- Verification of different technical, ownership and revenue documents to arrive at property Valuation.
- Verify different government and private websites to arrive at opinion for valuation.
- Carry out assigned work with utmost Integrity, Quality and responsibility.
- Need to update MIS on daily basis for work assigned.

### Salary:

The monthly starting salary for this position will be Rs. 17,000/-. In addition to salary on the basis of performance bonus will be allocate by company. Salary appraisal will be after or before 1 year based on performance. Professional Tax of Rs. 200/- and Insurance Premium will be deducted from the monthly salary. The said Salary will be paid on or before first 10 working days & Conveyance shall be paid on or before first 15 working days.

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### **Confidentiality:**

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### **Insurance:**

Employee is covered under Company insurance Policy. Insurance shall be valid till the employee is employed within the company. Insurance premium shall be borne by the employee itself. Coverage details are as below.

- Premium - **Rs 2216 / year**
- Death / Permanent Total Disability = 25 lacs
- Partial Permanent Disability = 25 lac
- Temporary Total Disability = Rs 1000 /- per week till 100 weeks
- Medical / Hospitalization expenses = Rs 200000/-



**List of Documents:** You need to submit below mentioned documents. All documents should be self-attested.

1. Copy of resume
2. Last six-month bank statement
3. Last three-month salary slip (If applicable)
4. Copy of Aadhar card
5. Copy of pan card
6. Copy of Driving license
7. Current residence proof
8. Copy of Diploma / Degree certificate

Please confirm your acceptance of this offer by signing and returning this letter.

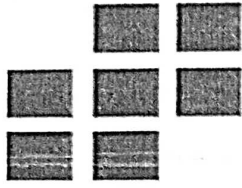
  
Sharath Sandra V  
Director

Klarheit Valuers and Engineering  
Services private Limited

Employee Sign & Date

I, (Ms. Huidrom Arina Devi), declared that,

- I agree and accept this offer of employment.
- Documents submitted by me are true and correct.
- I will use helmet during travelling and will follow all traffic rules.
- My bike insurance is not expired.
- I will follow all rules and regulation set by management of Klarheit Valuers and Engineering Services Pvt Ltd.



# SEVENTH SENSE

## Talent Solutions

### Offer Letter from Seventh Sense

12.05.2022

Dear **Jyoti Deep**,

Seventh Sense People Development Solutions Pvt Ltd is excited to take you on board as **"HR (L&D)"**

This offer letter provides a few important details such as compensation, joining date, etc. of your employment. Detailed terms and conditions will be provided to you on the date of joining.

Your date of joining would be **01.06.2023** You will have to join at our Bengaluru Office situated at #4, 23<sup>rd</sup> 'A' main, J P Nagar 2<sup>nd</sup> Phase, Bengaluru – 560078 Ph: 080 4174 4141.

You will receive **Rs.3,25,000 CTC (Fixed) & Rs.1,75,000(Variable)** annually with a 12 Months of **Service Agreement**.

2 months' notice period should be served, once the resignation is accepted.

Reimbursements of expenses made on behalf of the company.

In the first month, you will receive **Rs.15,180 CTC**, your salary will be increased proportionally from the second month.

Please send the signed (with date) copy of this offer letter together and a scanned copy of the documents mentioned in the annexure before **16.05.2023** and send it to [jobs@seventhsensetalent.com](mailto:jobs@seventhsensetalent.com)

Also, you have to bring hard copies of these documents together (for verification) with Original 10th standard marks cards (for submission) at the time of joining.

If your acceptance letter is not received before **16.05.2023** we presume that you are not interested in this offer and the offer of employment would automatically be canceled.

Yours sincerely,

I accept the offer

Director  
Seventh Sense Talent Solutions

Jyoti Deep

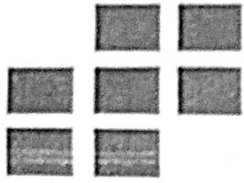
HR (L & D)

**ANNEXURE TO OFFER LETTER OF JYOTI DEEP**

A scanned copy of the following documents is to be sent to the email address mentioned above

1. Signed copy of the offer letter with name and date
2. PAN Card with a photo clearly visible
3. Graduation and Post-graduation certificates, if any.
4. Color Passport Size Photograph - 2
5. Phone Number and contact details including address and emergency contact details (in a word document)
6. Bank Account details with photo, name, account number and IFSC being clearly visible
7. Updated resume
8. Address proof (Permanent and present address)
- 9. Aadhar Card & Laptop (Mandatory)**

@#@#@#@#



# SEVENTH SENSE

## Talent Solutions

### Offer Letter from Seventh Sense

12.05.2022

Dear **Avi Raj**,

Seventh Sense People Development Solutions Pvt Ltd is excited to take you on board as "HR (L&D)"

This offer letter provides a few important details such as compensation, joining date, etc. of your employment. Detailed terms and conditions will be provided to you on the date of joining.

Your date of joining would be **01.06.2023** You will have to join at our Bengaluru Office situated at #4, 23<sup>rd</sup> 'A' main, J P Nagar 2<sup>nd</sup> Phase, Bengaluru – 560078 Ph: 080 4174 4141.

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Reimbursements of expenses made on behalf of the company.

In the first month, you will receive **Rs.15,180 CTC**, your salary will be increased proportionally from the second month.

Please send the signed (with date) copy of this offer letter together and a scanned copy of the documents mentioned in the annexure before **16.05.2023** and send it to [jobs@seventhsensetalent.com](mailto:jobs@seventhsensetalent.com).

Also, you have to bring hard copies of these documents together (for verification) with Original 10th standard marks cards (for submission) at the time of joining.

If your acceptance letter is not received before **16.05.2023** we presume that you are not interested in this offer and the offer of employment would automatically be canceled.

Yours sincerely,

I accept the offer

Director  
Seventh Sense Talent Solutions

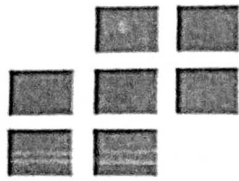
Avi Raj  
HR (L & D)

**NNEXURE TO OFFER LETTER OF AVI RAJ**

A scanned copy of the following documents is to be sent to the email address mentioned above

1. Signed copy of the offer letter with name and date
2. PAN Card with a photo clearly visible
3. Graduation and Post-graduation certificates, if any.
4. Color Passport Size Photograph - 2
5. Phone Number and contact details including address and emergency contact details (in a word document)
6. Bank Account details with photo, name, account number and IFSC being clearly visible
7. Updated resume
8. Address proof (Permanent and present address)
- 9. Aadhar Card & Laptop (Mandatory)**

@#@#@#@#



# SEVENTH SENSE

## Talent Solutions

### Offer Letter from Seventh Sense

12.05.2022

Dear **Aalisha Siddiq,**

Seventh Sense People Development Solutions Pvt Ltd is excited to take you on board as  
"HR (L&D)"

This offer letter provides a few important details such as compensation, joining date, etc. of your employment. Detailed terms and conditions will be provided to you on the date of joining.

Your date of joining would be **01.06.2023** You will have to join at our Bengaluru Office situated at #4, 23<sup>rd</sup> 'A' main, J P Nagar 2<sup>nd</sup> Phase, Bengaluru – 560078 Ph: 080 4174 4141.

You will receive **Rs.3,25,000 CTC (Fixed) & Rs.1,75,000(Variable)** annually with a 12 Months of **Service Agreement**.

2 months' notice period should be served, once the resignation is accepted.

Reimbursements of expenses made on behalf of the company.

In the first month, you will receive **Rs.15,180 CTC**, your salary will be increased proportionally from the second month.

Please send the signed (with date) copy of this offer letter together and a scanned copy of the documents mentioned in the annexure before **16.05.2023** and send it to [jobs@seventhsensetalent.com](mailto:jobs@seventhsensetalent.com)

Also, you have to bring hard copies of these documents together (for verification) with Original 10th standard marks cards (for submission) at the time of joining.

If your acceptance letter is not received before **16.05.2023** we presume that you are not interested in this offer and the offer of employment would automatically be canceled.

Yours sincerely,

Director  
Seventh Sense Talent Solutions

I accept the offer

Aalisha Siddiq

HR (L & D)

ANNEXURE TO OFFER LETTER OF AALISHA SIDDIQA

A scanned copy of the following documents is to be sent to the email address mentioned above

1. Signed copy of the offer letter with name and date
2. PAN Card with a photo clearly visible
3. Graduation and Post-graduation certificates, if any.
4. Color Passport Size Photograph - 2
5. Phone Number and contact details including address and emergency contact details (in a word document)
6. Bank Account details with photo, name, account number and IFSC being clearly visible
7. Updated resume
8. Address proof (Permanent and present address)
9. **Aadhar Card & Laptop (Mandatory)**

@#@#@#@#

OL No: TN21967

Date : 30 January 2024

Dear Lavanya D R,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **TEACHNOOK** as an **Business Development Trainee**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with **TEACHNOOK**:

**Date of Joining : 13 February 2024**

**Training Period : 13 February 2024 to 22-February-2024 - (Unpaid)**

**OJT Start Date: 23-February-2024**

**OJT End Date: 22-June-2024**

**Location of Training: Bangalore**

**Stipend: INR 15000 Per Month**

**Incentives : INR 10000**

**Target: 180000 INR per month.**

**Pre - Placement Offer :- 4 to 6 LPA (After Completion of Training)**

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on **13 February 2024**.

SIGNATURE: \_\_\_\_\_  
(Candidate's Signature)

DATE: \_\_\_\_\_

**TEACHNOOK EDUTECH**

14th Cross Rd, 5th Phase, Sector 6, HSR Layout,  
Bengaluru, Karnataka 560102

Mob: +91 90190 30545 [hr@teachnook.com](mailto:hr@teachnook.com)

## Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
  - The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off(On a weekday).
  - During the training period you will receive all the benefits that are entitled for trainees.
  - At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
    - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
  - All your information will be safe and confidential with Teachnook. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
  - Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
  - You will have to cooperate with and follow all policies and practices of Teachnook for both yours and Teachnook's development.
  - Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Teachnook.
  - The stipend cycle will start along with your OJT.
- Please indicate your acceptance of this offer by signing below.

We at Teachnook extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: \_\_\_\_\_  
(Candidate's Signature)

DATE: \_\_\_\_\_

## TEACHNOOK EDUTECH

14th Cross Rd, 5th Phase, Sector 6, HSR Layout,  
Bengaluru, Karnataka 560102

Mob: +91 90190 30545 [hr@teachnook.com](mailto:hr@teachnook.com)

## ANNEXURE

As a part of the joining process, you are requested to carry with you the following documents on the day of joining.

Photocopies of

- 1 coloured copy of Offer Letter.
- SSLC (X Std) Marks Card & 12th Marks Card.
- Degree / Diploma/ Highest qualification certificate along with marks card (any semester).
- 2 passport size photographs.
- PAN Card, Voter ID & Driving Licence Scanned Copy.
- Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.

Please bring the original documents either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: \_\_\_\_\_  
(Candidate's Signature)

DATE: \_\_\_\_\_

### TEACHNOOK EDUTECH

14th Cross Rd, 5th Phase, Sector 8, HSR Layout,  
Bengaluru, Karnataka 560102

Mob: +91 90190 30545 [hr@teachnook.com](mailto:hr@teachnook.com)