

10 YEARS
OF UNIVERSITY
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20 YEARS OF
ACADEMIC
EXCELLENCE



REVA
UNIVERSITY

Bengaluru, India

OFFER LETTERS – 2017-2018



Rukmini Knowledge Park
Kattigenahalli, Yelahanka, Bengaluru – 560064
www.reva.edu.in



APPOINTMENT LETTER

March 13, 2018

**Ms. Apoorva DA
#89, D/O N Ananda Kumar Dibbur,
Kakolu Post, Hesaraghatta Hobli,
Banglore - 560089**

Dear **Apoorva DA**,

Welcome to Wipro Limited ('Wipro') and congratulations on your appointment as **Project Engineer**.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining unless otherwise communicated in writing by the company.
- b. You will be on probation for a period of 12 months from the date of the appointment. On completion of the Probationary period, your appointment will be confirmed and communicated to you in writing. Unless confirmation is communicated in writing, the probation period is deemed extended.
- c. The retirement age is 58 years.
- d. You may be transferred in such capacity as Wipro may from time to time determine to any other location, department, function, establishment, or branch of Wipro or subsidiary, associate or affiliate of Wipro. In such case you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Wipro locations in India to suit customer time including on 24x7 basis. You agree to operate from any of these locations and in any of the shifts, including night shift, as may be decided by Wipro keeping in mind business needs and deliverables to customers.
- f. This letter of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by Wipro for your role, and you successfully completing the pre-joining assessment based on the training module, in the prescribed format and time frame as informed to you.
- g. Kindly ensure you submit the second copy of the appointment letter signed by you on the day of reporting for work.

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III titled Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the management.

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- c. Other compensation and benefits in accordance with Wipro policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Wipro policy.
- e. Changes in your compensation are at Wipro's discretion and will be subject to and on the basis of effective performance and results during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

- a. Leave, holidays and working hours as applicable to your stream and location of posting.
- b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by Wipro.
- c. Participation in the Wipro Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
- d. Leave Travel Assistance (LTA) as per the policy of Wipro.
- e. Wipro Medical Assistance Scheme (MAS) and Contributory Medical Insurance for your band and stream provided you are not covered under the purview of the ESI Act.
- f. Employee Benefits Program sponsored and administered by Wipro for management employees, comprising pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.
- g. Please refer to the detailed policies in the Wipro intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

- a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. There may be times when you will be expected to work extra hours to achieve the above. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of Wipro, whether directly or indirectly.
- b. You may be required to undertake travel on Wipro work for which you will be reimbursed travel expenses as per the Wipro policy applicable to you.
- c. We at Wipro are committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of Wipro including the Code of Business Conduct and Ethics as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.
- d. Consistent with (c) above, any matter or situation or incident that may arise which could potentially result, or has resulted, in any violation of the policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head.

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5. Conflict of Interest:

- a. You are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.
- b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
- c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
 - i. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.
 - ii. Any customer or vendor of Wipro to move his existing business with Wipro to a third party or to terminate his business relationship with Wipro.
 - iii. Any existing employee to become associated with, or perform services of any type for any third party.
- d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand Wipro's position on this and resolve the conflict.

6. Confidentiality:

- a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).
- b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

8. Non-Compete

In the course of your employment with Wipro you will be providing services to customers or clients of Wipro during which process you would be handling sensitive information including but not limited to key customers of Wipro, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to Wipro and its protection is of utmost importance to Wipro. You confirm that for a period of six (6) months after separation of your employment from Wipro (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing Wipro during the six (6) months preceding the date of separation.

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9.General:

This letter of appointment is subject to the condition that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable to be removed from service without any prior notice. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this Agreement.

- a. Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- b. These employment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.
- c. You warrant that you are not prevented by a court or by any other administrative or judicial order from providing the services required under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
- d. During the employment you have to comply by all policies of Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time. You agree to comply with all policies as modified from time to time.
- e. Your appointment cannot be further processed and will be treated as withdrawn in the event of:
 - i. Your failing to clear any remaining backlog papers, and/or
 - ii. For 10th Standard: You are not being able to maintain minimum aggregate marks of 60% in your 10th Standard.
 - iii. For 12th Standard: You are not being able to maintain minimum aggregate marks of 60% in your 12th Standard or equivalent education.
 - iv. For Graduates: A. You are not being able to maintain minimum aggregate marks of 65% in your graduation.
B. For Post Graduates: You are not being able to maintain minimum aggregate marks of 65% in your graduation and 65% in post-graduation.

10. Training Agreement:

As part of your smooth transition from campus to corporate, the company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training Wipro makes significant investment for your project readiness and successful journey in the projects. In consideration of the company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and serve the company for a period of 15 months commencing from the date of your joining. In case you choose to leave the company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall pay to the company liquidated damages of upto Rs. 75,000/-(Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the company.

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11. Notice Period:

This contract of employment is terminable, without reasons, by either party giving one-month notice during probationary period and two months' notice on confirmation. Wipro reserves the right to pay or recover salary in lieu of notice period. Further, Wipro may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if Wipro desires the employee to continue the employment during the notice period the employee shall do so.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment and submitting the same on the date of appointment.

12. On Separation:

On acceptance of separation notice, you will immediately give up to the company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects or shall not make or retain any copies of these items.

Please confirm that the above mentioned terms and conditions are acceptable to you and that you accept the appointment by submitting the signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For Wipro Limited,

Sunil Kalachar
General Manager - Talent Acquisition

I have read, understood and agree to accept the employment on the terms and conditions herein. I shall be reporting for duty on ___/___/___

Name: _____

Signature: _____

Date: ___/___/___

Place: _____

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ANNEXURE I

CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

- a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.
- b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.
- c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
- d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
- e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will inform the top management.

Name:

Date: __/__/____

Signature:.....

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Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPI") about the Company. It also involves disclosing or procuring any UPI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities. As an employee of Wipro you are considered as an Insider and accordingly advised as below:

1.Trading when in possession of UPI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: polyclearinghouse@wipro.com.

2.Communication or procurement of Unpublished Price Sensitive Information (UPI): Employee shall seek, communicate, provide or allow access to "UPI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need-to-know basis. Employees are strictly prohibited from the following:

- a) Counseling or disclosing or communicating UPI to any other person including spouse and/or relatives, except on a need to know basis.
- b) Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPI.
- c) Unauthorized disclosure or communication of UPI.
- d) Procuring any UPI from others

3.Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.

4.Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees.

For more details on procedures and guidelines, employees are requested to refer Wipro's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to polyclearinghouse@wipro.com.

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ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I -----, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- b. processing my job application including background verification checks;
- c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

Name:

Date: __ / __ / ____

Signature.....

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ANNEXURE III
SALARY OFFER SHEET

Name : Apoorva DA

Position : Project Engineer

Career Group: TRB - II

a. You shall receive salary as detailed below.

| COMPONENT | AMOUNT (INR) |
|---|---------------------|
| Basic | 9,340 |
| HRA | 4,670 |
| Commutation Allowance | 1,600 |
| Bonus | 1,870 |
| Wipro Benefits Plan (WBP) | 5,630 |
| Additional allowance | - |
| Total Fixed Cash | 23,110 |
| PF (Employer Contribution) | 1,121 |
| Gratuity | 496 |
| Total Fixed Compensation | 24,727 |
| Other Compensation Benefits | |
| Health benefit (Medical) | 600 |
| Variable Pay | |
| Target Variable Pay | 1,340 |
| Target Cost to Company per month | 26,667 |
| Total Cost to Company per annum | 320,004 |

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

b. Depending on your performance during the online pre-joining assessment program, in the event you fall under Performance Category - 1, i.e. you are amongst top 30% of the candidates, your total cost to company per annum shall stand revised to INR 3,30,000 in the salary structure under (a) above.

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c. **Apart from the standard salary emoluments, Project Engineers are also entitled to unique Wipro Benefits to assist them in maintaining a healthy work-life balance. The details of the benefits are as follows:**

- a. Onetime Interest free loan of **Rs. 20,000** towards housing deposits or towards purchase of a two wheeler
- b. Onetime Interest free contingency loan of **Rs. 50,000** towards housing deposits or illness, death in immediate family or self marriage
- c. Medical assistance of **Rs. 15,000** per annum for employees who are not covered under the ESI scheme.

Medical Insurance Coverage up to Rs. 2 lacs per annum

Date: __/__/____

Signature:.....

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ANNEXURE - IV

I hereby confirm that I shall submit the required academic certificates including mark sheet, Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for termination of my employment with Wipro.

Name:

Date: __/__/____

Signature:.....

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ANNEXURE - V

VARIABLE PAY- A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

- a. Individual linked parameter: Based on number of days billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3. This would comprise of 100% of your Variable Pay amount. (for employees joining in these Bands in Support roles and central functions 100% of Variable Pay would be linked to revenue and OM as mentioned in (b) and (c) below)
- b. Revenue achievement linked parameter: Based on the Revenue achievement of your Business Unit / Vertical / Service Line. This would be linked to 50% of your Variable Pay payout. This is applicable only for employees in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 joining in Support roles.
- c. OM linked parameter: Based on Operating Margin achievement of your Business Unit. This would be linked to 50% of your Variable Pay payout. This is applicable only for employees in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 joining in Support roles.

The Variable Pay payout amount is liable to vary as per the performance on the above parameters.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

For more details please refer to the policy hosted on myWipro à My Information Source à My Policies à View All Policies à (Select Country) à My Financials à Compensation à Variable Pay

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SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus:

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

House Rental Allowance:

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

Commutation Allowance:

This allowance is tax free up to the extent of Rs.1600/- per month. This does not warrant the production of any bills.

Wipro Benefit Plan (WBP):

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance, Commutation Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable food coupons, use of Wipro Bus can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

1. Leave Travel Allowance:

New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to myWipro on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

2. Telephone/Mobile Phone Allowances:

The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for pre-paid connections will be eligible under this head.

3. Non-transferable Food Coupons:

An amount of Rs. 2,750 per month towards purchase of Non-Transferable food coupons is eligible for IT exemption under WBP.

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4. Education Allowance:

An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

5. New Pension System:

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

Retirement Benefits:

It consists of:

- a. 12% of your Basic towards Provident Fund.
- b. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

Accommodation, Food & Other Miscellaneous Expenses

- a. You would be entitled for Rs. 1000 per day for 8 days (total amount of Rs. 8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount and you would not need to submit bills towards usage of this amount.
- b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:
 - i. Settlement and Miscellaneous Expenses: Rs. 1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.
- c. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

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SUMMARY - SOCIAL SECURITY & OTHER BENEFITS*

Medical

1. Medical Assistance Program (MAS): This is a medical scheme covering you, your spouse and your children to the extent of Rs.15,000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.

2. Mediclaim: A floater coverage of Rs. 2,00,000 per annum for family (self, spouse & children) towards hospitalization. A nominal deduction per month as mentioned below is made towards contribution for the mediclaim benefit. 10% of the claim amount has to be borne by the employee. However, this does not apply if the hospitalization is in a Preferred Mediassist Network hospital.

* Rs. 240 - Contribution in case of single individual

* Rs. 520 - Contribution in case you are married

If the employee wishes to enhance the coverage, Top up cover option is also available wherein one can increase it for a highly negotiated premium. More details on the policy are available on My Policies Section in [myWipro](#) which is accessible on joining.

3. Annual Health check: Company paid Annual health checkup program is available for employees above 40 years of age.

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Gratuity Benefit: Up to Rs. 10,00,000

This provides you a lump sum benefit upon separation after completion of 5 years of service or on retirement or when deceased. Your gratuity is computed as: Last drawn Basic Salary * No. of years served * 15/26.

Survivor Benefit Pension Program:

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members. E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic * No of years to Retirement * Grade Factor * % based on number and age of surviving members. I.e. $15,000 \times 20 \times 2.7\% \times 80\% = \text{Rs. } 6,480$ per month as supplementary pension payable. *Grade Factor is a band specific pre-defined pension Accrual rate.

Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

Registered Office:

Wipro Limited T : +91 (80) 2844 0011
Doddakannelli F : +91 (80) 2844 0054
Sarjapur Road E : info@wipro.com
Bengaluru 560 035 W : wipro.com
India C : L32102KA1945PLC020800





1. Your Life and Accident Cover:

a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000

Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Even on temporary disability due to Accident you get compensated for loss of wages on account of leave due to Accident of up to Rs. 5,000 per week. In case of death due to accident, your total cover would be 26 lacs (12 Lacs + 14 Lacs). Employees can also get an extra coverage for a nominal and highly negotiated premium.

b. Group Life Insurance Program: Rs. 14,00,000

In the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover. Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies -> India -> My Financials -> Group Life Insurance / Personal Accident

The policies mentioned here are policies of the Company as on date; this is subject to change in future as per policies of the Company from time to time.

2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year.

The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.150,000 per annum, member employee will have an option to restrict the contribution to Rs.150,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.150,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data-> My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

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INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro grooms campus selects to help them face the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental IT skills followed by insights into Wipro businesses, process, technology and behavioral skills.

To understand and appreciate the mindset of the freshers and ensure that the transformation is smooth, the induction program is done by a team of dedicated professionals who have exposure to the academic and corporate sectors alike. Project Readiness Program (PRP) is a training program designed to address the basic learning needs of the freshers.

Corporate Readiness Program - CRP

The CRP program is focused on making fresher comfortable in a corporate environment. This program starts with a corporate induction.

“PINNACLE” a behavioral skills building training program ensures that the fresher start feeling at ease in the “corporate world”. This activity based behavioral intervention informs the new entrants about the corporate work culture and business etiquette.

STEP PLUS is a 60-minute English language Assessment, which assesses grammar, listening, reading and speaking skills.

During PRP, STEP PLUS assessments would be scheduled and participants are expected to score a minimum of 917 marks out of 1581. This is a gating criteria for participants for clearing PRP & deputing in projects. It is mandatory to score a minimum of 800 marks and participants whose score is less than 800 marks would be exited from the organization.

Technology Readiness Program - TRP

The technology training provides critical technical skills required to work on projects allocated to freshers and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work environment.

The methodology of training is “Project Based Learning” (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project. Starting with individual projects, the PBL approach ends with recruits working on a team project.

During TRP, fresher shall take up assessments as shared in the schedule. The assessment consists of Multiple Choice Questions (MCQ), Case Study, Project / Scenarios snippets. The duration of the assessment is for a day. The overall PRP score is computed as 30% weightage to MCQ, 70% weightage to Case study and /Project/ Scenario. There will be an improvement opportunity provided for those who score lesser than 75% at the TRP training. Faculty at Talent Transformation shall devote their time to mentor and coach the student. This is done to ensure enriched knowledge and improved understanding of the topic. All the efforts made in this direction are meant for the fresher to be able to clear in the improvement assessment with flying colors.

The training is said to be completed only when the fresher is able to score 800 in STEPPLUS assessment and 75% in PRP Technical assessment. Failure to achieve the required score in either STEPPLUS or Technical will result in exiting from the organization.

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India C : L32102KA1945PLC020800





Ref:108544
Date: May 9, 2018

Ms Apporva D

Dibbur, near to presidency university, , kakolupost, hesaraghata hobli
Bangalore,Karnataka
India - 560089.

Dear Apporva D,

We are pleased to confirm our offer of employment to you as Associate Software Eng. in Grade G1 starting July 2, 2018.You are requested to report to the said address on July 2, 2018, not later than 9:00:00 AM .

LOCATION

You will be based at Bangalore. However, the company may require you to work at other company locations or at the customer's site both within and outside India. You will be given reasonable notice of any travel or re-location requirement.

COMPENSATION

Your gross annual compensation package will be Rs.460,000.00 (Rupees Four Lakh Sixty Thousand Only) the breakup for which is given in Annexure A.

Tax liability will be as per Income Tax rules. Changes in your compensation and other terms are subject to discretion of the company, statutory requirements, your performance in the company and other relevant criteria.

MEDICLAIM INSURANCE

As per company policy, you will be covered under Group Medical Insurance. The Group Mediclaim Policy will cover self and up to 3 dependents (spouse and 2 children). This insurance will start on your date of joining.

CODE OF CONDUCT

We at Xoriant are committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of the Company including the Code of Business Conduct and other policies of the Company as they form an integral part of the terms of your employment with Xoriant. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated/modified on a periodic basis and new Policies may be introduced and notified to the employees from time to time and you will be required to comply with the same.

PROFESSIONAL ETHICS

You will be required to deal with the Company's money, material and documents and other resources, with honesty and a high standard of ethics. If you are found guilty, at any point of time of moral turpitude or of dishonesty in dealing with the Company's money or material or documents or of theft or of misappropriation, regardless of the value involved, your services would be terminated with immediate effect, notwithstanding other terms and conditions mentioned in the appointment letter.



ANNUAL LEAVE/ PUBLIC HOLIDAYS

You will be entitled for 24 days of paid leaves per calendar year of service, or pro-rata for partial period of service in a calendar year. You are also entitled for 11 public holidays

NOTICE PERIOD/ TERMINATION

This contract of employment may be terminated by either party by giving sixty days written notice or gross monthly salary in lieu thereof.

Project allocation is subject to availability of positions in the respective project at the time of your joining. Kindly note that while you accept this offer, we will be initiating your reference check in parallel. In case of a negative reference check, this offer will stand cancelled. A detailed appointment letter will be issued to you on your date of joining us.

Apporva D, we believe that people form the strongest foundation pillar of our organization. Our commitment lies in maintaining a challenging and intellectually stimulating environment with a high degree of ethical sensitivity. We look forward to having you join Xoriant Solutions Pvt. Ltd. Please do not hesitate to contact me if you need any further assistance.

In case of any query please feel to contact Christo Fernandes MobileNumber:91-9967153147/email:Christo.Fernandes@Xoriant.com.

Sincerely
For Xoriant Solutions Pvt.Ltd

Rakhi Deshpande
Head-Talent Acquisition

Agreed & Accepted on

Apporva D

HR Signatory
Actual Date of Joining:

Agreed & Accepted on

Apporva D



| Annexure A | | |
|-------------------------|-----------|-----------|
| SALARY STRUCTURE | PER MONTH | PER ANNUM |
| BASIC | 11,500 | 138,000 |
| HOUSE RENT ALLOWANCE | 5,750 | 69,000 |
| CONVEYANCE ALLOWANCE | 1,600 | 19,200 |
| FIXED ALLOWANCE | 12,684 | 152,205 |
| MEAL COUPON | 2,200 | 26,400 |
| GIFT CARD | 417 | 5,000 |
| FLEXI PLAN | 0 | 0 |
| A | 34,151 | 409,805 |
| MEDICAL ALLOWANCE | 1,250 | 15,000 |
| LEAVE TRAVEL ASSISTANCE | 1,000 | 12,000 |
| B | 2,250 | 27,000 |
| C = A + B | 36,401 | 436,805 |
| PROVIDENT FUND | 1,380 | 16,560 |
| GRATUITY | 553 | 6,635 |
| D | 1,933 | 23,195 |
| CTC = C + D | 38,330 | 460,000 |

Sincerely
For Xoriant Solutions Pvt.Ltd

RSDeshpande

Rakhi Deshpande
Head-Talent Acquisition

HR Signatory
Actual Date of Joining:

Agreed & Accepted on

Apporva D

Agreed & Accepted on
Apporva D



ANNEXURE B

These are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

BASIC

It is the basic amount of the CTC which is around 30% of the CTC and is taxable on all cases.

HRA

HRA is given to the extent of 50 % of your Basic. HRA exemption is applicable as per IT Rules on submission of rent receipts.

CONVEYANCE ALLOWANCE

Conveyance up to Rs.1600/- PM (Rupees One Thousand and Six Hundred Only Per Month) totaling to Rs.19200/- PA is taxable.

FIXED ALLOWANCE

Taxable

MEAL COUPON

These are the ticket coupons which are received on monthly basis and are exempt if claimed as coupons.

GIFT CARD

Tax free to the extent of Rs.5000/-pa (Rupees Five Thousand Only) per annum. It is given before Diwali. If Employee joins after Diwali, Gift card will be given in March.

FLEXI PLAN

This is a taxable portion wherein the employee claims (any or all) Meal Coupons, Gift Card, LTA, PF in their salary as taxable

MEDICAL ALLOWANCE

Medical Allowance up to Rs.1250/- PM (Rupees One Thousand Two Hundred and Fifty Only Per Month) totaling to Rs.15000/- PA is Taxable.

LEAVE TRAVEL ASSISTANCE

New employees are eligible for LTA provided leave is taken as per the rules of the Company. The maximum LTA that can be reimbursed is as per the amount mentioned in your CTC. This component is processed only on submission of bills. Employee can produce only Air / Train Tickets. If bills are not submitted then the entire amount is paid as taxable at the end of Year.

PROVIDENT FUND

You can participate in the Company's Employee's Provident Fund scheme, wherein the Company will match your annual contribution of 12% of your annual basic salary. The details are given in the Annexure.



GRATUITY

On completion of five years of service with the company, you will be eligible for gratuity as per the Payment of Gratuity Act. This amount will accrue to your account annually.

Sincerely
For Xoriant Solutions Pvt.Ltd
HR Signatory
Actual Date of Joining:

Agreed & Accepted on

Apporva D



ANNEXURE C
DOCUMENT CHECK LIST

At the time of joining, you are requested to submit one independent set of photocopies of all the following documents:

| Sr.No | Particulars |
|-------|--|
| 1. | Colour passport sized photographs – 8 Nos. |
| 2 | Color photograph's soft copy for Company photo ID card <ul style="list-style-type: none"> · Specification as per Id photo design are: · Having fixed width of 520px · Left crop by right shoulder of employee , photo with standing position at 30 degree towards right side · Bottom crop by 3rd button of shirt just below the chest · Background should be white |
| 3. | Certificates supporting your education qualifications: <ul style="list-style-type: none"> · SSC & HSC Mark sheets · Mark sheets (All Semesters) and convocation certificates of degree/ post graduation. · Additional Education Certificate and Mark sheets if any (Eg. Diploma, NIIT, MCSD, Novell Netware etc.) |
| 4. | Following employment documents for previous all employers: <ul style="list-style-type: none"> · Appointment letter · Experience and relieving certificates. · Last 2 month's pay slip |
| 5. | Valid passport (include if any previous visa / Work Permit authorization |
| 6. | Pan Card |
| 7. | Marriage Certificate |
| 8. | Residential Proof Documents for opening bank account |



I have read the contents of this letter and accept all the terms and conditions of this offer and the enclosed annexure in their totality and also confirm that I shall not be legally or otherwise entitled to any other perquisites, facilities, benefits, etc. than the mentioned in the same, either monetary or otherwise, unless and until the Company specifically agrees in writing ,herein after.

Name: Apporva D

Sign: _____

- 1) Annexure A: Salary Break up
- 2) Annexure B: Description of Salary Break up
- 3) Annexure C: Document

This Offer Letter is deemed to be treated as Appointment Letter upon you joining the company.

Sincerely

For Xoriant Solutions Pvt.Ltd

RSDeshpande

Rakhi Deshpande
Head-Talent Acquisition

Agreed & Accepted on

Apporva D

HR Signatory

Actual Date of Joining:

Agreed & Accepted on

Apporva D

Offer electronically accepted by: D, Apporva
 Offer electronically accepted on: May 10, 2018 1:51 PM
 Offer electronically accepted from: 1.39.187.184

CSE



Offer: Computer Consultancy
Ref: TCSL/CT20172238525/Bangalore
Date: 10/01/2018

Ms. Apoorva Da
#89Dibbur, Kakolu Post,
Near Government School,
Bangalore-560089,
Karnataka.
Tel# 91-9739475252

Dear Apoorva Da,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **IT Infrastructure Services (ITIS)** Unit, which is subject to change as per the business requirements of TCSL.

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

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

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

TCS Confidential
TCSL/CT20172238525

TATA CONSULTANCY SERVICES

VYDEHI RC 1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 8724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Career Service Line: 1800 209 3111 Email: career@tcs.com

CSE



APPOINTMENT LETTER

March 13, 2018

Ms. Apoorva DA
#69, D/O N Ananda Kumar Dibbur,
Kakolu Post, Hesaraghatta Hobli,
Bangalore - 560089

Dear Apoorva DA,

Welcome to Wipro Limited ('Wipro') and congratulations on your appointment as **Project Engineer**.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining unless otherwise communicated in writing by the company.
- b. You will be on probation for a period of 12 months from the date of the appointment. On completion of the Probationary period, your appointment will be confirmed and communicated to you in writing. Unless confirmation is communicated in writing, the probation period is deemed extended.
- c. The retirement age is 58 years.
- d. You may be transferred in such capacity as Wipro may from time to time determine to any other location, department, function, establishment, or branch of Wipro or subsidiary, associate or affiliate of Wipro. In such case you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Wipro locations in India to suit customer time including on 24x7 basis. You agree to operate from any of these locations and in any of the shifts, including night shift, as may be decided by Wipro keeping in mind business needs and deliverables to customers.
- f. This letter of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by Wipro for your role, and you successfully completing the pre-joining assessment based on the training module, in the prescribed format and time frame as informed to you.
- g. Kindly ensure you submit the second copy of the appointment letter signed by you on the day of reporting for work.

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III titled Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the management.

Registered Office:

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Bengaluru 560 035 W : wipro.com
India C : L32102KA1945PLC020800



ANNEXURE III
SALARY OFFER SHEET

Name : Apoorva DA

Position : Project Engineer

Career Group: TRB - II

a. You shall receive salary as detailed below.

| COMPONENT | AMOUNT (INR) |
|---|----------------|
| Basic | 9,340 |
| HRA | 4,670 |
| Commutation Allowance | 1,600 |
| Bonus | 1,870 |
| Wipro Benefits Plan (WBP) | 5,630 |
| Additional allowance | - |
| Total Fixed Cash | 23,110 |
| PF (Employer Contribution) | 1,121 |
| Gratuity | 496 |
| Total Fixed Compensation | 24,727 |
| Other Compensation Benefits | |
| Health benefit (Medical) | 600 |
| Variable Pay | |
| Target Variable Pay | 1,340 |
| Target Cost to Company per month | 26,667 |
| Total Cost to Company per annum | 320,004 |

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

b. Depending on your performance during the online pre-joining assessment program, in the event you fall under Performance Category - 1, i.e. you are amongst top 30% of the candidates, your total cost to company per annum shall stand revised to INR 3,30,000 in the salary structure under (a) above.

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India C : L32102KA1945PLC020800

CSE

1st December 2017

COVERING LETTER

To,

Ms. Apoorva S
No.17, 2nd Cross,
Srirampuram,
Bangalore North,
Karnataka, PIN: 560021

Dear Apoorva S,

We are pleased to forward your Appointment Letter and would like to formally welcome you to join the growing family of **Valtech India Systems Private Limited** (hereinafter referred to as Company, where the context so requires).

We are sure that you have had opportunities to understand in detail your job, the organization, etc. We would be glad to provide any further clarification, if any.

You are required to report for duty at our Bangalore Office. The address and contact number is as follows:

Address: **Valtech India Systems Private Ltd.**
30/A, 1st Main Road, Industrial Suburb,
3rd Phase, JP Nagar, Bangalore 560 068.
Ph: 080 - 2607 9999

We are in the process of building an Organization, where professionals would find full satisfaction of a challenging job and an interesting working environment. In this connection, we welcome your contributions too.

Kindly return the duplicate copy of the Appointment letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial long association with you.

Yours truly,
For **Valtech India Systems Private Limited**,

Ramachandra Kodi
Head - Human Relations

ANNEXURE - B
SALARY BREAK UP

| COMPONENTS | Per Month (INR) | Per Annum (INR) |
|--|-----------------|-----------------|
| Total Base Salary (A+B) | 23,379 | 2,80,549 |
| A.Total Fixed Salary | 16,529 | 1,98,346 |
| A1. Basic | 10,521 | 1,26,247 |
| A2. HRA | 4,208 | 50,499 |
| A3. Provident Fund (Employer Contribution) | 1,800 | 21,600 |
| B.Total Flexible Pay | 6,850 | 82,203 |
| C. Medical Insurance Premium* | | 5,295 |
| D. Gratuity | | 6,070 |
| E. Statutory Bonus | | 16,800 |
| Total Annual Cost To Company (CTC) (A+B+C+D+E) | | 3,08,714 |

| Flexible Pay Upper Limits | | |
|--|-----------|-----------|
| COMPONENTS | Per Month | Per Annum |
| B1. Medical | 1,250 | 15,000 |
| B2. Telephone | 3,000 | 36,000 |
| B3. Training | 2,500 | 30,000 |
| B4. Children's Education Allowance | 200 | 2,400 |
| B5(a). Conveyance Allowance | 1,600 | 19,200 |
| B5(b). Fuel Charges (4W) (upto 1.6L CC) | 1,800 | 21,600 |
| B5(c). Fuel Charges (4W) (more than 1.6L CC) | 2,400 | 28,800 |
| B6. LTA | 5,000 | 60,000 |
| Total Flexi Limits | 14,350 | 1,72,200 |

Flexible Pay Salient Features:

- Flexible Pay is a part of your salary.
- Flexible Pay would be paid to you subject to the Upper Limits, if you Declare and Claim the same, along with relevant supporting documents, as per stipulated process. Such amount would not attract tax.
- If you do not Declare for Flexible Pay, your eligible Flexible Pay amount will be taxed and paid to you along with Monthly Salary.
- If you Declare and then do not Claim your Flexible Pay, the said Flexible Pay amount will be taxed and paid to you at the end of the financial year.

1st December 2017

COVERING LETTER

To,

Ms. Apoorva S
No.17, 2nd Cross,
Srirampuram,
Bangalore North,
Karnataka, PIN: 560021

Dear Apoorva S,

We are pleased to forward your Appointment Letter and would like to formally welcome you to join the growing family of **Valtech India Systems Private Limited** (hereinafter referred to as Company, where the context so requires).

We are sure that you have had opportunities to understand in detail your job, the organization, etc. We would be glad to provide any further clarification, if any.

You are required to report for duty at our Bangalore Office. The address and contact number is as follows:

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30/A, 1st Main Road, Industrial Suburb,
3rd Phase, JP Nagar, Bangalore 560 068.
Ph: 080 – 2607 9999

We are in the process of building an Organization, where professionals would find full satisfaction of a challenging job and an interesting working environment. In this connection, we welcome your contributions too.

Kindly return the duplicate copy of the Appointment letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial long association with you.

Yours truly,
For **Valtech India Systems Private Limited,**

Ramachandra Kodi
Head - Human Relations

Appointment Letter

Dear Apoorva S,

Pursuant to the interview you had with us and based on the representations made by you, we are pleased to appoint you on the following terms and conditions:

1. Designation:

Your designation will be “Associate Software Engineer”

2. Compensation & Benefits:

2 (a) The Compensation & Benefits applicable to you is personal and should be treated as Confidential. This is not to be discussed or divulged to anybody else other than for statutory purposes.

2 (b) Your **Total Annual Cost To Company** (CTC) will be **Rs.3,08,714/-** (Rupees Three Lakhs, Eight Thousand, Seven Hundred & Fourteen Only.)

2 (c) Your **Annual Base Salary** will be **Rs.2,80,549/-** (Rupees Two Lakhs, Eighty Thousand, Five Hundred & Forty Nine Only.)per annum. The Annual Base Salary consists of Fixed and Flexible Components. Kindly refer Annexure B for more details.

2 (d) **Statutory Bonus:** In addition to your Annual Base Salary, you would be eligible to receive Statutory Bonus at the rate of Rs.16,800/- (Rupees Sixteen Thousand Eight Hundred Only) per annum, which would be prorated, and paid to you as per the provisions of the Payment of Bonus Act.

Further, to be eligible for this payment, you are required to be on the rolls of the Company, without any notice of resignation. Payments would be made in the subsequent payroll processing.

2 (i) Your compensation will be reviewed after the completion of a minimum period of 12 months from the date of your joining, as per the Compensation revision practices of the Company.

2 (j) Provident Fund Contribution- An amount equivalent to the Employer’s contribution to PF would be deducted from your Gross Salary and credited to your PF account, which is a Social Security benefit. Provident Fund Contribution is governed by The Employees Provident Funds and Miscellaneous Provisions Act 1952.

2 (k) Gratuity- You would be eligible for Gratuity as per the provisions of “The Payment of Gratuity Act-1972”.

2 (l) Your Salary components, Variable Pay, Incentives, Bonus and any other statutory / non-statutory benefits will be governed by company’s policies / procedures, taxation rules & policies and statutory guidelines that are applicable from time to time.

3 Effective Date of joining:

You are requested to report for duty on or before **16th July 2018**. Your appointment will come into effect from your date of joining.

4 Documents to be Submitted :

You are required to submit Documents stated in Annexure A on your date of joining.

5 Probation / Confirmation:

Your employment will be subject to a probationary period of 06 (Six) Months with effect from the date of your joining the Company. At the end of the duration of 06 months from the date of start of your employment in the Company, your services in the Company would be deemed to be confirmed, unless you are specifically informed otherwise. Please note, your performance will be evaluated during your Probation Period.

6 Notice Period:

The contract of employment is terminable by either party by giving 02 (Two) Months' notice in writing. Either party is not bound to give any reason thereof. The Company reserves the right to pay or recover salary in lieu of notice period or to relieve you before the expiry of the notice period. All Payment and recoveries made under this clause will be based on the Gross salary. In the event of any breach in the terms and condition stated in the Services Conditions and/ or Non-Disclosure Agreement or any act amounting to misconduct, your services are liable to be terminated without any notice or payment in lieu.

7 Separation

You are required to return / handover all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects or records, etc. belonging to the Company or relating to its business to the Company on the date of your relieving and shall not make or retain any copies of these items. You are also required to return to the Company all the assets given to you for official and/or personal use as per the various policies/schemes applicable to you as a part of your Compensation & Benefits. This would not apply to those assets or items, which are obligatory for you to buy under the concerned schemes. Employees are required to complete the Exit formalities & duly sign the 'No Dues' form on their last working date. In the event of not signing the 'No Dues', any claim made thereafter, pertaining to discrepancies in attendance, leave balance, shortfall in notice period, full & final settlement, etc, will be deemed as null & void.

8 Retirement

You will retire in the normal course from the services of the company on attaining the age of superannuation, which is, on the end of the month following your 58th birthday.

9 Leave(s) / Holidays

Valtech offers comprehensive benefits upon joining the Company. You are eligible for 21 (Twenty-one) working days of paid leave (all types of leave included), per calendar year. Your leave would be credited to you on pro-rata basis. Apart from this, you are also eligible for 10 (Ten) Holidays (National Holidays and Festival Holidays), on specific dates, as declared by the Company, per calendar year. In addition, eligible employees can avail Maternity and Paternity leave, separately, as per Company policy.

10 Service Conditions

Your services will also be governed by additional terms and conditions as explained in the Service Conditions attached herewith. The terms and conditions are subject to statutory requirements and Company Policies.

Please sign a copy of this letter and other attached documents in acceptance of the above terms and conditions as also the additional Service Conditions.

Yours truly,
for **Valtech India Systems Private Limited**

Ramachandra Kodi
Head – Human Relations

Encl.:

1. Service Conditions
2. Confidentiality Agreement

Acceptance:

I, agree to accept the terms and conditions mentioned above and also as in the Service Conditions document attached to this letter.

Name: Apoorva S
Place: Bangalore

Signature: -----
Date:

SERVICE CONDITIONS

Your appointment is subject to the following additional terms and conditions:

1. Your position is a whole time employment with the Company and you shall devote yourself exclusively to the business of the Company. You will not take any other work for remuneration [part-time or otherwise] or work on advisory capacity or be interested directly or indirectly [except as share or debenture holder] in any other trade or business during the employment with the Company. The authorized person should approve, in writing, any honorary professional engagement outside the work with the company.
2. The Company reserves the right to re-designate the Employees and allocate suitable responsibilities from time to time. The Company is not bound to give any reason thereof.
3. Your services are liable to be transferred in such capacity as the Company may from time to time determine or to any other location, department, establishment or Associate Company or Group Company. In such case, you will be governed by the terms and conditions of service as applicable to the new assignment. Such transfer could be to any location in India or any other country.
4. Company reserves the right to send you for training within or outside India, and in such event when you travel abroad for transition/knowledge/process transfer, you shall have to execute certain agreement (s) /documentation(s) as the Company may require from you. In view of the fact that the Company shall be making arrangements and making considerable expenditure for making specialized training available, the Company shall insist that the said agreement(s)/ documentation(s) be executed.
5. You shall agree that the following expenses, if committed during the recruitment process and incurred by the Company at the time of joining and thereafter, shall be remitted back to the company should you resign from the Company before 01(One) year from the date of your Joining.
 - a) Relocation/transportation to the place of posting from existing locations
 - b) Payment made in lieu of your loss of salary because of joining Valtech India Systems Private Ltd early, or any other payment made like above.
6. In case if you desire to resign from the Company before the said period of (One) year from the date of your joining, you hereby authorize the Company to deduct aforesaid expenses from all money due to you. Besides this you shall forthwith pay the shortfall to the Company.
7. During your employment with the Company, you will be governed by the Policies, Service Rules, and Regulations.
8. You are expected to perform effectively to ensure results and you will be expected to work extra hours to achieve this whenever the job so requires.
9. You may be required to undertake travel on Company work either within India or outside and you will be reimbursed travel expenses as per the Company Policy.

10. The Company has evolved a Confidentiality Agreement to protect the rights of the employee and also that of the Company while dealing with confidential information, documents, etc. The said Confidentiality Agreement forms part of the Service Conditions applicable to employees of your category. You are required to read, understand and sign the enclosed Confidentiality Agreement in acknowledgement of your acceptance of the conditions therein.

11. If you conceive of/invent/discover/improve on any new or advanced or current methods of improving processes/formulae/systems in relation to the operation of the Company or its affiliates or Customers, such developments, discoveries or inventions will be fully communicated to the Company and remain the sole right/property of the Company.

12. If any transaction with the Company involves conflict between your personal interest and the interest of the Company in dealings with suppliers, customers, and any other organization or individuals doing or seeking to do business with the Company, you are required to inform the Company in writing about the nature of such conflict of interest so that the Company could protect its right and address the transaction suitably.

13. During the term of your employment with the Company, if you are found to have willfully suppressed the information on being deported from any country / convicted by the court of law for any offence in India or outside India, or anytime such fact is brought to our information, in such case, your services are liable to be terminated without any notice and the Company reserves the right to recover all the Expenses incurred towards your travel including and not limited to VISA processing.

14. This offer is purely based on the information / documents provided by you and by accepting the offer, you specifically authorize the Company or any external agency of Valtech India Systems Private Ltd. to verify your educational, employment antecedents, your conduct and any other background checks prior to your joining the Company or thereafter. You shall extend your co-operation (if asked for) during such verification without any protest or demur. If any declaration given or information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, in such case, without prejudice to any other rights the Company may have against you, your services are liable to be terminated without any notice.

15. In the event of indiscipline or unsocial behavior or for actions that are detrimental to the Company, without prejudice to other rights the Company may have against you, your services are liable to be terminated without any notice.

16. (a) You undertake that you shall not join/do business with any of the Companies, Firms or Organizations or entity or person with whom you have had material dealings during the course of employment with us. This shall be applicable for a period of 24 Months after the cessation of your employment with the Company for any reason whatsoever.

(b) Upon termination of your employment with our Company for any reason, irrespective of the nature of termination of your employment, you agree that you shall not for a period of 24 months from the date of ceasing to be an employee, whether on your own account, either personally or by your agent, or on behalf of any other reason, directly or indirectly: Induce, procure or endeavor to induce any person who is an employee, agent, customer or consultant of the Company to leave the service of, or cease to provide service to our Company or solicit the employment of, or directly or indirectly employ, engage or hire as an employee or consultant any employee of the Company or assist or be instrumental in soliciting any employee of the Company.

(c) It may be noted that the Company reserves its rights to approach the Court of appropriate jurisdiction to seek injunction, restraint orders or other prohibitory relief against you with a view to restrain you from committing breach of 16(a) and 16(b) above.

(d) For the above purpose i.e., 16(a) and 16(b) Competitor / Competition means any Company, Firm Organization, entity or person who is engaged or intends to engage in one or more of the same or similar business activity as that of the Company.

17. You shall (A) maintain confidentiality of all information that you may have access to during the course of your employment and (B) abide by the Company Confidentiality / Non-Disclosure agreement

18. Your breach or non-compliance of 17 (A) and (B) will be a source of great loss to the Company and the extent of loss is not easy to assess. In this light the Company reserves the right to initiate appropriate legal action.

Any dispute arising pertaining to this Employment Agreement is subject to the jurisdiction of the Courts in Bangalore.

I, have read, understood and agree to abide by the above-mentioned Service Conditions applicable to employees of my category. I hereby voluntarily affix my signature below in confirmation of the acceptance of all the terms and conditions of my employment including the above Service Conditions.

Name: Apoorva S
Place: Bangalore

Signature: -----
Date:

ANNEXURE – A

- Scanned copy (of original) of the below documents, as applicable, to be sent via email to the concerned member of the Recruitment Team, within one week of receiving the offer.
- Original & Photocopy of the below documents, as applicable, to be produced at the time of joining the Company. Original documents will be returned immediately, after verification.

| Category | List of documents |
|--|--|
| Proof of Income Tax related Identification (Mandatory) | ➤ PAN card |
| Proof of Identity (any one) | <ul style="list-style-type: none"> ➤ Valid Indian Passport ➤ Voters Identity Card ➤ Driving License ➤ Bank pass book with attested customer photograph and signature. ➤ Aadhaar Card |
| Proof of Age (any one) | <ul style="list-style-type: none"> ➤ Birth Certificate ➤ Marks Sheet or passed Certificate - Matriculation |
| Residential Proof (any one) | <ul style="list-style-type: none"> ➤ Valid Indian passport (valid only if the address on passport is same as per the communication address) ➤ Latest Telephone Bill not older than 3 months ➤ Latest Gas connection bill showing consumption and complete address ➤ Latest Electricity Bill (with complete address of the account holder) - not older than 3 months ➤ Ration Card. ➤ Notarised registered rent agreement with latest electricity bill issued to landlord |
| Education Proof (all Documents are Mandatory) | <ul style="list-style-type: none"> ➤ 10th Marks Sheet & Certificate ➤ 12th Marks Sheet & Certificate ➤ Highest Degree Marks Sheet & Certificate ➤ Certificates of the any additional course(s) |
| Employment Proof (all Documents are Mandatory) | <p>For all past employment</p> <ul style="list-style-type: none"> ➤ Appointment Letters/Offer Letter, ➤ Relieving Letters, ➤ Experience / Service Certificate, |
| Other Documents (all Documents are Mandatory) | <ul style="list-style-type: none"> ➤ Photographs: 8 Passport Size [White Background] + Soft copy of the same ➤ Blood Group Certificate ➤ Hardcopy of the Resume |

ANNEXURE – B

SALARY BREAK UP

| COMPONENTS | Per Month (INR) | Per Annum (INR) |
|--|-----------------|-----------------|
| Total Base Salary (A+B) | 23,379 | 2,80,549 |
| A.Total Fixed Salary | 16,529 | 1,98,346 |
| A1. Basic | 10,521 | 1,26,247 |
| A2. HRA | 4,208 | 50,499 |
| A3. Provident Fund (Employer Contribution) | 1,800 | 21,600 |
| B.Total Flexible Pay | 6,850 | 82,203 |
| C. Medical Insurance Premium* | | 5,295 |
| D. Gratuity | | 6,070 |
| E. Statutory Bonus | | 16,800 |
| Total Annual Cost To Company (CTC) (A+B+C+D+E) | | 3,08,714 |

| Flexible Pay Upper Limits | | |
|--|-----------|-----------|
| COMPONENTS | Per Month | Per Annum |
| B1. Medical | 1,250 | 15,000 |
| B2. Telephone | 3,000 | 36,000 |
| B3. Training | 2,500 | 30,000 |
| B4. Children's Education Allowance | 200 | 2,400 |
| B5(a). Conveyance Allowance | 1,600 | 19,200 |
| B5(b). Fuel Charges (4W) (upto 1.6L CC) | 1,800 | 21,600 |
| B5(c). Fuel Charges (4W) (more than 1.6L CC) | 2,400 | 28,800 |
| B6. LTA | 5,000 | 60,000 |
| Total Flexi Limits | 14,350 | 1,72,200 |

Flexible Pay Salient Features:

- *Flexible Pay is a part of your salary.*
- *Flexible Pay would be paid to you subject to the Upper Limits, if you Declare and Claim the same, along with relevant supporting documents, as per stipulated process. Such amount would not attract tax.*
- *If you do not Declare for Flexible Pay, your eligible Flexible Pay amount will be taxed and paid to you along with Monthly Salary.*
- *If you Declare and then do not Claim your Flexible Pay, the said Flexible Pay amount will be taxed and paid to you at the end of the financial year.*

Notes:

- The 'Total Flexible Pay' mentioned above in the Salary Structure is as per the upper limits of the Flexible Pay. The Income Tax exemption on B5 is calculated based on **the option (any One) you choose:-** i.e. (5 a) Conveyance Allowance **or** (5 b) Fuel Charges (4W) (upto 1.6L CC) **or** (5 c) Fuel Charges (4W) (more than 1.6L CC).
- Flexible Pay (with respect to Telephone reimbursement, Training reimbursement) is exempted from Income Tax, if reimbursed on actual expenditure incurred by an Employee. To claim the tax exemption, an Employee needs to produce adequate supporting documents with regard to actual expenditure incurred. Unclaimed Flexible Pay amount (if any) would be paid after relevant tax deductions at the end of the financial year or as requested by an Employee, which will be paid along with the salary for the respective month.
- With respect to Leave Travel Allowance (LTA), if an Employee needs to claim tax exemptions from Income tax, then they would need to comply with the Income tax Act along with its rules. Unclaimed LTA amount (if any) would be paid to them after relevant tax deductions at the end of the financial year or as requested by an Employee, along with the salary payable for the respective month.
- All claims pertaining to Flexible Pay needs to be made to Finance Department in the required Form, on or before 15th day of a Month.
- If the Associate does not wish to declare to claim the Flexible pay, the said Flexible amount will be added to the Executive Allowance which is part of the Fixed Salary and the same would be taxed and paid along with monthly salary.
- Gratuity is applicable as per the provisions of the 'The Payment of Gratuity Act-1972'
- Medical Insurance Premium* : You will be eligible for Valtech Group Mediclaim Insurance scheme under which yourself, family and parents are covered for Rs.2,00,000/- for Mediclaim; Yourself covered for Rs.20,00,000/- under Accident Insurance and Rs.5,00,000/- under Group Term Life Insurance. Coverage under Group Mediclaim Insurance scheme is optional to employees.

Yours truly,
for **Valtech India Systems Private Limited**

Ramachandra Kodi
Head - Human Relations

Place: Bangalore
Date:

Name: Apoorva S
Date:

Signature:

CSE

eOffer Content



Ref: 108544
Date: May 9, 2018

Ms Apporva D

Dibbur, near to presidency university, , kakolupost, hesaraghata hobli
Bangalore, Karnataka
India - 560089.

Dear Apporva D,

We are pleased to confirm our offer of employment to you as **Associate Software Eng.** in Grade **G1** starting **July 2, 2018**. You are requested to report to the said address on **July 2, 2018**, not later than **9:00:00 AM** .

LOCATION

You will be based at **Bangalore**. However, the company may require you to work at other company locations or at the customer's site both within and outside India. You will be given reasonable notice of any travel or re-location requirement.

COMPENSATION

Your gross annual compensation package will be **Rs.460,000.00 (Rupees Four Lakh Sixty Thousand Only)** the breakup for which is given in Annexure A.

Tax liability will be as per Income Tax rules. Changes in your compensation and other terms are subject to discretion of the company, statutory requirements, your performance in the company and other relevant criteria.

MEDICLAIM INSURANCE

As per company policy, you will be covered under Group Medical Insurance. The Group Mediclaim Policy will cover self and up to 3 dependents (spouse and 2 children). This insurance will start on your date of joining.

CODE OF CONDUCT

We at Xoriant are committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of the Company including the Code of Business Conduct and other policies of the Company as they form an integral part of the terms of your employment with Xoriant. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated/modified on a periodic basis and new Policies may be introduced and notified to the employees from time to time and you will be required to comply with the same.

PROFESSIONAL ETHICS

You will be required to deal with the Company's money, material and documents and other resources, with honesty and a high standard of ethics. If you are found guilty, at any point of time of moral turpitude or of dishonesty in dealing with the Company's money or material or documents or of theft or of misappropriation, regardless of the value involved, your services would be terminated with immediate effect, notwithstanding other terms and conditions mentioned in the appointment letter.

Regd. Office : Winchester, 4th Floor, High Street, Hiranandani Business Park, Powai, Mumbai - 400076
Tel : +91 22 3051 1000 Fax : + 91 22 3051 1111 CIN : U72900MH2002PTC138380 www.xoriant.com



Annexure A

| SALARY STRUCTURE | PER MONTH | PER ANNUM |
|-------------------------|------------------|------------------|
| BASIC | 11,500 | 138,000 |
| HOUSE RENT ALLOWANCE | 5,750 | 69,000 |
| CONVEYANCE ALLOWANCE | 1,600 | 19,200 |
| FIXED ALLOWANCE | 12,684 | 152,205 |
| MEAL COUPON | 2,200 | 26,400 |
| GIFT CARD | 417 | 5,000 |
| FLEXI PLAN | 0 | 0 |
| A | 34,151 | 409,805 |
| MEDICAL ALLOWANCE | 1,250 | 15,000 |
| LEAVE TRAVEL ASSISTANCE | 1,000 | 12,000 |
| B | 2,250 | 27,000 |
| C = A + B | 36,401 | 436,805 |
| PROVIDENT FUND | 1,380 | 16,560 |
| GRATUITY | 553 | 6,635 |
| D | 1,933 | 23,195 |
| CTC = C + D | 38,330 | 460,000 |

Sincerely
For Xoriant Solutions Pvt.Ltd

RSDeshpande

Rakhi Deshpande
Head-Talent Acquisition

HR Signatory
Actual Date of Joining:

Agreed & Accepted on
Apporva D

Agreed & Accepted on
Apporva D



CSE

Offer: Computer Consultancy
Ref: TCSL/CT20172238527/Bangalore
Date: 10/01/2018

Ms. Arpitha Ms
Reva University, Rukmini Knowledge Park, Kattigenahalli, Yelahanka-560064,
Yelahanka,
Bangalore-560064,
Karnataka.
Tel# -

Dear Arpitha Ms,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the **IT Infrastructure Services (ITIS)** Unit, which is subject to change as per the business requirements of TCSL.

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

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

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

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TCSL/CT20172238527

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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



GROSS SALARY SHEET

Annexure 1

| | |
|----------------|--|
| Name | Arpitha Ms |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|---------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 10,200 | 1,22,400 |
| Bouquet Of Benefits # | 13,000 | 1,56,000 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,224 | 14,688 |
| Gratuity | 490 | 5,887 |
| Total of Annual Components & Retirals | 1,715 | 28,475 |
| Retention Incentive | NA | 0 |
| TOTAL GROSS | 27,415 | 3,36,875 |

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

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

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

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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

| Component Category | Monthly | Annual |
|----------------------------------|---------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Conveyance Allowance | 800 | 9,600 |
| Leave Travel Assistance | 850 | 10,200 |
| Sundry Medical Reimbursement | 500 | 6,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 6,270 | 75,240 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |

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TCSL/CT20172238527

TATA CONSULTANCY SERVICES

WYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore S60 066 India

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

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

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



Offer: Computer Consultancy
Ref: TCSL/CT20172238527/Bangalore
Date: 10/01/2018

Ms. Arpitha Ms
Reva University, Rukmini Knowledge Park, Kattigenahalli, Yelahanka-560064,
Yelahanka,
Bangalore-560064,
Karnataka.
Tel# -

Dear Arpitha Ms,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **IT Infrastructure Services (ITIS)** Unit, which is subject to change as per the business requirements of TCSL.

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

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

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

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COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to 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 ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Conveyance Allowance

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

3. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or 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.

4. Sundry Medical Reimbursement

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



5. Personal Allowance

You will be eligible for a monthly personal allowance of of ₹6,270/- per month. This component is subject to review and may change as per TCSL's compensation policy.

6. 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 Initial Learning Programme.

CITY ALLOWANCE

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



OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹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.

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TCSL/CT20172238527

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TATA CONSULTANCY SERVICES

WYDEHI 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



Loans

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

Professional Memberships

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

RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

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

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



2. Disclaimer

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

3. Training Period

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

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

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

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

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

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



6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

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

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.



11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

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

13. TATA Code of Conduct

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

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

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



15. Retirement

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

16. Pre-employment Medical Certificate

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

17. Employment of Non Indian Citizens

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

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

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

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



*There is no disciplinary case pending against you in the university

*If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

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

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

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

21. Letter of Appointment

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

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

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



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCSL Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

| | |
|-----------------------|---|
| Name | Arpitha Ms |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|----------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 10,200 | 1,22,400 |
| Bouquet Of Benefits # | 13,000 | 1,56,000 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,224 | 14,688 |
| Gratuity | 490 | 5,887 |
| Total of Annual Components & Retirals | 1,715 | 28,475 |
| Retention Incentive | NA | 0 |
| TOTAL GROSS | 27,415 | 3,36,875 |

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

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

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

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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

| Component Category | Monthly | Annual |
|----------------------------------|----------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Conveyance Allowance | 800 | 9,600 |
| Leave Travel Assistance | 850 | 10,200 |
| Sundry Medical Reimbursement | 500 | 6,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 6,270 | 75,240 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |



Annexure 2

Regional Offices

| | |
|--|---|
| <p>Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601</p> | <p>Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114</p> |
| <p>Chennai Lead- Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555</p> | <p>Delhi Lead-Talent Acquisition Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735</p> |
| <p>Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222</p> | <p>Kolkata Lead-Talent Acquisition TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003</p> |
| <p>Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001</p> | <p>Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190</p> |
| <p>Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107</p> | <p>Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499</p> |



Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.



2. Retainer/Consultant's Obligations

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of Retainer/Consultant-ship, the Retainer/Consultant agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

The Retainer/Consultant agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and the Retainer/Consultant hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests the Retainer/Consultant may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.



4. Prior knowledge

The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines

The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Retainer/Consultant's Rights

The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.



9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.

Date: 31st January 2018

FORM 'A'

To,

Arun Kumar P
Bangalore

Dear Arun Kumar P,

INTLPTSS31072018/02

We are pleased to forward you the Offer Letter attached herein and would like to formally welcome you to the growing IntelliPaat family.

We are sure that you have had sufficient opportunity to understand in detail about your job role and about the organization. We would be glad to provide you with further clarification if you need it.

You are required to report for duty at our Bangalore office. The address of our office is as follows:

Address: 1st Floor, Khykha Court-I, No.5,

1st cross, Madiwala, Hosur Road,

1st cross Rd, Bengaluru, Karanataka-560068

We are in the process of building a robust organization, wherein professionals would find full satisfaction of working in an interesting, challenging and fruitful job environment. In this connection, we are eagerly looking forward to your contributions to the IntelliPaat family as a valued employee soon.

Kindly return the duplicate copy of the appointment letter, duly signed, as a token of your acceptance of the same

We look forward to a mutually beneficial and long lasting relationship with you.

Yours Truly,

For IntelliPaat Software Solutions Private Limited

Anisha Goyal
Talent Acquisition Specialist

CSE

BARYON LABS
BENGALURU
KARNATAKA
+91-6360264596

16-JAN-2018

INTERNSHIP OFFER LETTER

Dear Arun,

Greetings!!

We are pleased to offer you an internship opportunity at Baryon Labs for a period of 12 weeks. You will be paid Rs 8,000 per month as stipend. Your schedule will be minimum of 40 Hrs per week beginning 22-Jan-2018.

Based on the satisfactory performance we may extend the internship for another 12 weeks.

For this position, your major duties will include working on Android development, Java, PHP MySQL and machine learning.

Please review and confirm your acceptance via email no later than 17-Jan-2018.

Post confirmation, you would require to sign a non-disclosure agreement to initiate the onboarding process.

Congratulations and welcome to the team!

Sincerely,

DEVASHISH VERMA
Co-founder, Baryon Labs
Mo: +91-6360671063

CC: Naveen C (naveen.c@reva.edu.in)
Sr. Manager - Training & Placement
Dinesh Singh (dinesh@monetapp.in)
Co-founder and CEO, Baryon Labs

 Arun. G. Goudar
Received

Baryon Labs Pvt. Ltd.
Bengaluru, Karnataka
E-mail Address: hello@monetapp.in
Website: <https://monetapp.in>

GL08-FM-PD-060

REF#GL/09/12/2017

Dear **Ashish Raman Nayak**

Subject: Offer of Employment with GlobalLogic India Ltd.

Congratulations on your selection at GlobalLogic!

We are delighted to offer you the position of **Trainee Software Engineer, Band X, TE00** at GlobalLogic India Limited (hereinafter "**GlobalLogic**" or "**Company**"). You will be based in and work from **Bangalore** however, based on the position's requirements, you may be required to work anywhere in India or abroad. Your joining date would be **5th July 2018**. Your detailed salary structure is attached as per Annexure

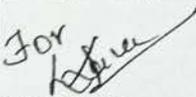
Some of the important terms and conditions of your employment are as follows:

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

Confidential/Ver 1.0

REF#GL/

Annexure 1

| Salary Structure | |
|---|---------------------------|
| Name : | Ashish Raman Nayark |
| Designation: | Trained Software Engineer |
| Band: | X |
| Grade: | 1E00 |
| WEF: | 5 th July 2018 |
| Location : | Bangalore |
| Section A - Gross Fixed Salary Break Up | |
| Monthly Components (In Rs.) | |
| Basic | 17,917 |
| House Rent Allowance | 8,958 |
| Conveyance Allowance | 1,600 |
| Medical Reimbursement# | 1,250 |
| Mobile Reimbursement* | - |
| Broadband/Internet Reimbursement* | - |
| Meal Vouchers** | - |
| Statutory Bonus(As per Payment of Bonus (Amendment) Act, 2015) | 1,800 |
| Special Allowance | 2,509 |
| Total Monthly (A) | 34,034 |
| Total Monthly Annualised (B) | 408,404 |
| Annual Components (In Rs.) | |
| LTA* | 0 |
| Provident Fund (As per the PF Act 1952) | 21,600 |
| National Pension Scheme~ | 0 |
| Total Annualised (C) | 21,600 |
| Total Fixed Annual Gross Salary (B + C) | 430,004 |
| Section B - Additional Benefits | |
| Retirals & Health Benefits (Annualized Amount) | |
| Gratuity | 10,337 |
| Mediclaim Insurance of Rs. 3 Lacs | 12,116 |
| Total of Section B | 22,453 |
| Total CTC (Section A + B) | 452,457 |
| In addition to Mediclaim, employee will be covered under below additional benefits - | |
| 1. Group Term Life Insurance worth Rs. 10 Lacs | |
| 2. Group Personal Accident Insurance worth Rs. 2.5 Lacs | |
| * On declaration and subject to bills. | |
| ** Against Declaration & meal coupons issued upon completion of the month. | |
| # Against bills | |
| ~ NPS can be availed max upto 10% of basic. Amount less than 10% of basic will be rounded off to nearest 100 value | |
| For GlobalLogic India Limited | |
|  Arun Singh Director-People Development | |

Confidential/Ver 1.0

Hewlett Packard Enterprise

Hewlett Packard (India) Software Operation Pvt. Ltd.

Sy. No. 192, Whitefield Road,

Mahadevapura Post,

Bangalore - 560 048

<https://www.hpe.com/in/en/home.html>

3 Jul, 2018

Dear Ashish

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

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

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

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

We welcome you to join us in this exciting journey.

Thanking you

Regd. Office: Hewlett Packard (India) Software Operation Pvt. Ltd., Sy No. 192, Whitefield Road, Mahadevapura Post, Bangalore - 560048, India

FOR Company



Shalini Dutta

APJ Technology & Services Talent Acquisition
Manager

FOR Employee

Name: _____

Signature: _____

Date: _____

**Hewlett Packard
Enterprise**

Annualized Compensation & Benefits Statement – Annexure I
All figures are INR per annum

| | |
|--|-------------------|
| (A) Basic Salary | Rs320,000 |
| (B) Flexible Benefit Plan | Rs426,208 |
| (C) Retirals Provident Fund @ 12% Gratuity @ 4.81% | Rs53,792 |
| Total Cost to Company | 800,000.00 |

3 Jul, 2018

Ashish Nayak

CONFIDENTIAL

Dear Ashish

Further to our letter of appointment dated 3 Jul, 2018, please note that you would be entitled to a joining bonus of 50,000.00 (Fifty Thousand only).

Terms and conditions applicable in respect of Joining Bonus are as follows:

The Joining Bonus is payable to you along with your salary at Hewlett Packard India Software Operation Private Limited . All applicable taxes in respect of the Bonus shall be to your account. The Bonus shall be subject to all statutory deductions. Any tax deduction will be to your account.

In the event there is a separation or termination of your employment with the company prior to the completion of one year from the date of your joining the company for any reason whatsoever, you agree that you shall return the entire Bonus to the company. The company shall also be entitled to take this Bonus into account for reconciling any amounts due to you from the company upon separation/ termination as aforesaid. Any such deduction from amounts owing to you by the company upon separation/termination as aforesaid shall not affect the company's rights in law or equity in respect of the amounts of uncovered Bonus, if any. You shall not be bound to return the Bonus to the company after the expiry of one year from the date of your joining the company.

FOR Company



Shalini Dutta
APJ Technology & Services Talent Acquisition
Manager

FOR Employee

Name: _____

Signature: _____

Date: _____



2013-18-96

Extramarks Education India Private Limited

D-180, Sector-63, Noida, U.P. - 201301, India

Ph. : +91-120-4175300

Date : 08-Jan-2018

Name : Ashwin Haram Haridas

Location: Karnataka,

Address: Reva University, Kattigenahalli, Yelahanka, Bangalore-560063, Bangalore, Karnataka - 560063

Dear Ashwin Haram Haridas, EXTRMROV02R020/13

Subject: Offer letter of employment as **Business Development Executive**.

With reference of your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company (CTC) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible as but not later than **27-Jan-2018**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

As the first step to joining, we would require you to kindly upload the following documents.

- Copies of Educational Certificates.
- Passport size photographs.
- Last payslip received from the previous employer.
- Clearance from previous employer.
- Address Proof.
- Identification Proof (PAN Card/Driving License/Voter ID/Passport Copy).
- PF documents (Form 11 & Form 2).
- Reference sheet form.
- Adherence to Anti-Corruption Policy.

The URL for the link is: <https://careers.extramarks.com/index/filldetail/refId/MjU1NjUzZmJl>

You would also need to upload a scanned copy of this letter with your acceptance. In case you need any help or have any query, do let us know.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

You agree, acknowledge and authorize the Company to carry out necessary verification, background check on you (which may be carried out by a third party) from your institution, college, previous employer etc. Should the Company receive any negative feedback during such verification, background check, the Company shall be well within its right to withdraw/terminate this offer letter (including your appointment, if made) without any legal liability on the Company.

We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead!

Sincerely,

HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before **27-Jan-2018**

Accepted

Registered Office : 506, Surya Kiran Building, 19 K.G. Marg, Connaught Place, New Delhi - 110 001.

Ph. : +91-011-40392333 / Fax : +91-011-23733114/ CIN : U80900DL2015FTC283323 / www.extramarks.com

2018-18 - 102



QUALITY TUTORIALS PVT LTD

102

Date: 13 February 2018
Name: AYAPPA S
Email: ayappa.s99@gmail.com

Dear Ayappa S, LIDO13022018/01

Congratulations!

We are pleased to offer you a position at Quality Tutorials Pvt. Ltd. under the brand name: LIDO. We enjoyed getting to know you, and strongly believe that you have much to contribute to our mission and growth ambitions.

The terms and conditions of your appointment are as below:

1. Designation

You will be designated as "Trainee – Business Development"

2. Work Place

Will be informed before joining.

3. Date of appointment

Your appointment with us is effective from the joining date mutually agreed upon when you would report on a full-time basis.

4. Salary

Your total compensation during internship would be Rs. Five Lakhs Sixty Thousand comprising of Rs. Three Lakhs Sixty Thousand as fixed and Rs. Two Lakhs as performance-based variable.

Your total compensation post internship & review would be Rs. Ten Lakhs comprising of Rs. Seven Lakhs as fixed and Rs. Three Lakhs as performance-based variable.

5. Reporting to:

You would be reporting to **Rishabh Arora**

6. Leave

The company shall notify about the leaves and declared holidays at the time of joining.

7. Other Work

Your position is whole time employment with the company and shall devote yourself exclusively to the jobs of the company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade of business during the employment with the company without permission in writing.

Registered address

206, 2nd Floor, Arun chambers,
Pandit Madan Mohan Malviya Marg,
Tardeo, Mumbai - 400034

Email ID

hr@lidolearning.com

CIN number: U74999MH2018PTC322766

2017-18 → 95



Extramarks Education India Private Limited
D-180, Sector-63, Noida, U.P. - 201301, India
Ph. : +91-120-4175300

Date : 08-Jan-2018
Name : Bada Diwakar Reddy
Location: Karnataka,
Address: Reva University, Kattigenahalli, Yelahanka, Bangalore-560063, Bangalore, Karnataka - 560063

Dear Bada Diwakar Reddy, EXTRAR0802012

Subject: Offer letter of employment as **Business Development Executive**.

With reference of your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company (CTC) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible as but not later than **27-Jan-2018**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

As the first step to joining, we would require you to kindly upload the following documents.

- Copies of Educational Certificates.
- Passport size photographs.
- Last payslip received from the previous employer.
- Clearance from previous employer.
- Address Proof.
- Identification Proof (PAN Card/Driving License/Voter ID/Passport Copy).
- PF documents (Form 11 & Form 2).
- Reference sheet form.
- Adherence to Anti-Corruption Policy.

The URL for the link is: <https://careers.extramarks.com/index/filldetail/refId/MjU1NjUzMjI=>

You would also need to upload a scanned copy of this letter with your acceptance. In case you need any help or have any query, do let us know.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

You agree, acknowledge and authorize the Company to carry out necessary verification, background check on you (which may be carried out by a third party) from your institution, college, previous employer etc. Should the Company receive any negative feedback during such verification, background check, the Company shall be well within its right to withdraw/terminate this offer letter (including your appointment, if made) without any legal liability on the Company.

We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead!

Sincerely,

HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before **27-Jan-2018**

Accepted



#15, 3rd Main, 3rd Cross, Maruthi Nagar, Shreyas colony, JP Nagar 7th Phase - 560078

To,
The Placement Officer
REVA University
Bangalore - 560064

Date: 15th March, 2018

Respected Sir,

We are pleased to inform you that our company has successfully completed the recruitment process for the current academic year at your esteemed institution. We are happy to announce that we have identified some exceptional talent and would like to extend job offers to the selected students. The roles and the students selected against each role along with the compensation break up is as under:

I. Process Executive Role

| Sl. No | Name | Role | CTC in LPA |
|--------|---------------------|-------------------|------------|
| 1 | Abhishek B R | Process Executive | 2.8 |
| 2 | Bindu S M | Process Executive | 2.8 |
| 3 | C Sai Prathik Reddy | Process Executive | 2.8 |
| 4 | C Sumanjali | Process Executive | 2.8 |
| 5 | Hema B R | Process Executive | 2.8 |
| 6 | Kavya V | Process Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Process Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

II. Sales Trainee L & D

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------------------------|-------------------|------------|
| 1 | Pinaki Lalit Agarwal | Sales trainee-L&D | 2.4 |
| 2 | Poojarani | Sales trainee-L&D | 2.4 |
| 3 | Rohith M Nayak | Sales trainee-L&D | 2.4 |
| 4 | Shruti | Sales trainee-L&D | 2.4 |
| 5 | Siddanthi Narasimham Vikram Simha | Sales trainee-L&D | 2.4 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Sales Trainee L & D | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 144000 |
| 2 | House Rent Allowance | 57600 |
| 3 | Special Allowance | 38400 |
| 4 | Total Compensation | 240000 |

III. Verbal Trainer

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------|----------------|------------|
| 1 | J Kalyan Kumar | Verbal Trainer | 2.8 |
| 2 | Kavya Patil | Verbal Trainer | 2.8 |
| 3 | Nidhi Kumari | Verbal Trainer | 2.8 |
| 4 | Rohan Nagaraj Kora | Verbal Trainer | 2.8 |
| 5 | Saquib Shaik | Verbal Trainer | 2.8 |
| 6 | Sharada N.S | Verbal Trainer | 2.8 |
| 7 | Swathi K V | Verbal Trainer | 2.8 |
| 8 | Ankitha B C | Verbal Trainer | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Verbal Trainer | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

IV. Marketing Associate

| Sl. No | Name | Role | CTC in LPA |
|--------|-----------------------|---------------------|------------|
| 1 | Manikandan R | Marketing Associate | 2.6 |
| 2 | Manjula Venkateswarlu | Marketing Associate | 2.6 |
| 3 | Manjunath Teja N | Marketing Associate | 2.6 |
| 4 | Manoj H E | Marketing Associate | 2.6 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Marketing Associate | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 156000 |
| 2 | House Rent Allowance | 62400 |
| 3 | Special Allowance | 41600 |
| 4 | Total Compensation | 260000 |

V. Business Development Specialist

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|---------------------------------|------------|
| 1 | ANUSHA V | Business Development Specialist | 2.8 |
| 2 | Ibrahim Mohamed Omar | Business Development Specialist | 2.8 |
| 3 | KRUTHIKA M R | Business Development Specialist | 2.8 |

| Compensation Break up | | |
|-----------------------|---------------------------------|-----------------|
| Position | Business Development Specialist | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |
| | | |

VI. Training Relationship Manager

| Sl. No | Name | Role | CTC in LPA |
|--------|---------------------------------------|------------------------------|------------|
| 1 | Kiran M | Trainee Relationship Manager | 3 |
| 2 | Poornima S | Trainee Relationship Manager | 3 |
| 3 | Pradeep Kumar | Trainee Relationship Manager | 3 |
| 4 | Rahul Koudal | Trainee Relationship Manager | 3 |
| 5 | Ranjith S D | Trainee Relationship Manager | 3 |
| 6 | Alam Nikesh | Trainee Relationship Manager | 3 |
| 7 | Amulya T C | Trainee Relationship Manager | 3 |
| 8 | Chejarla Venkata Vidya Sagar Reddy | Trainee Relationship Manager | 3 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Trainee Relationship Manager | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 180000 |
| 2 | House Rent Allowance | 72000 |
| 3 | Special Allowance | 48000 |
| 4 | Total Compensation | 300000 |

VII. Branding Executive

| Sl. No | Name | Role | CTC in LPA |
|--------|---------------------|--------------------|------------|
| 2 | Bhimesh | Branding Executive | 2.8 |
| 3 | Charchitha N Behura | Branding Executive | 2.8 |
| 4 | Kumar V | Branding Executive | 2.8 |
| 5 | Megha R | Branding Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Branding Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

We have reviewed their academic records, conducted thorough interviews, and are confident that they possess the necessary skills and qualities required to contribute to our company's success.

We will be sharing the individual offer letters for each of the selected candidates with copies marked to you.

We request you to kindly inform us about their examinations and the expected date they will be able to join our organization. We will plan their joining dates accordingly.

We would like to express our gratitude to you and your team for your cooperation and support throughout the recruitment process. It has been a pleasure working with your institution, and we hope to continue this partnership in the future.

Thank you once again for your valuable assistance.

Yours Sincerely,

For Bizotic Talent Solutions Private Limited

Ramyashree S



Ramyshree S
Head of Finance & Operations

2019-18-125

NEUDESIC™

Corp Office: Unit No.101, B-9, K Raheja Mind space IT Park, Madhapur, Hyderabad -500 081•Ph. +91 40 40072112•www.neudesic.com

18 December 2018

Basavanneppa Y B

Employment offer

Dear Basavanneppa Yallappa Bagodi, NDS/18/2018/12

We are very happy that you have approached us, "Neudesic" for employment. As a result of our recent discussions and after careful consideration, we would like to extend an offer of employment to you as **Associate Consultant** if you choose to accept this offer before **20 December 2018**. Your date of joining would be on or before 31 December 2020 and will be intimated to you after the successful completion of your current educational program. The compensation and terms of employment are set forth below:

Your compensation will be **INR 360000/- per annum**, (compensation structure given in Annexure I), less taxes and deductions as applicable by the Govt. of India for all required withholdings, and paid in accordance with the Company's normal payroll procedures. Your compensation will be paid monthly basis.

Our work culture is informal and we try to encourage self-motivated individuals. We will try and make every effort to ensure that you have an atmosphere that brings out the best in you. As a responsible employee, you would be required to work not less than 45 hours per week. As a company employee, you will be required to follow the corporate rules and policies. You may not disclose confidential company information to unauthorized third parties.

We have prepared a formal Employment Agreement for your review and acceptance which details the complete terms of your employment with Neudesic available in Annexure II. This letter and the Employment Agreement form the complete and exclusive statement of employment between you and the Company. These employment terms supersede any other agreements, understandings, promises, or communications, written or oral, by or on behalf of the Company. The terms and conditions of your employment will be in accordance with the Company's policies and procedures which you are required to peruse before joining.

If you choose to accept this offer of employment, please revert to our mail within 2 days confirming your acceptance. We hope you accept this offer and we look forward to working with you.

Sincerely,

Ishita Panda
Manager, Human Capital Management
Neudesic Technologies Private Limited

EMPLOYEE STATEMENT:

I agree with and accept the terms set forth in this letter.

Print Name

Signature

Date

2017-18 → 115



Corp Office: Unit No.101, B-9, K Raheja Mind space IT Park, Madhapur, Hyderabad -500 081 • Ph. +91 40 40072112 • www.neudesic.com

18 December 2018

Baswakiran Patil

Employment offer

Dear Baswakiran Patil, NDSC18122018/02

We are very happy that you have approached us, "Neudesic" for employment. As a result of our recent discussions and after careful consideration, we would like to extend an offer of employment to you as **Associate Consultant** if you choose to accept this offer before **20 December 2018**. Your date of joining would be on or before 31 December 2020 and will be intimated to you after the successful completion of your current educational program. The compensation and terms of employment are set forth below:

Your compensation will be **INR 360000/- per annum**, (compensation structure given in Annexure I), less taxes and deductions as applicable by the Govt. of India for all required withholdings, and paid in accordance with the Company's normal payroll procedures. Your compensation will be paid monthly basis.

Our work culture is informal and we try to encourage self-motivated individuals. We will try and make every effort to ensure that you have an atmosphere that brings out the best in you. As a responsible employee, you would be required to work not less than 45 hours per week. As a company employee, you will be required to follow the corporate rules and policies. You may not disclose confidential company information to unauthorized third parties.

We have prepared a formal Employment Agreement for your review and acceptance which details the complete terms of your employment with Neudesic available in Annexure II. This letter and the Employment Agreement form the complete and exclusive statement of employment between you and the Company. These employment terms supersede any other agreements, understandings, promises, or communications, written or oral, by or on behalf of the Company. The terms and conditions of your employment will be in accordance with the Company's policies and procedures which you are required to peruse before joining.

If you choose to accept this offer of employment, please revert to our mail within 2 days confirming your acceptance. We hope you accept this offer and we look forward to working with you.

Sincerely,

Ishita Panda
Manager, Human Capital Management
Neudesic Technologies Private Limited

EMPLOYEE STATEMENT:

I agree with and accept the terms set forth in this letter.

Print Name

Signature

Date

Compensation details are confidential and are governed by Neudesic's Non-Disclosure Clauses of Employment Agreement.



#15, 3rd Main, 3rd Cross, Maruthi Nagar, Shreyas colony, JP Nagar 7th Phase - 560078

To,
The Placement Officer
REVA University
Bangalore - 560064

Date: 15th March, 2018

Respected Sir,

We are pleased to inform you that our company has successfully completed the recruitment process for the current academic year at your esteemed institution. We are happy to announce that we have identified some exceptional talent and would like to extend job offers to the selected students. The roles and the students selected against each role along with the compensation break up is as under:

I. Process Executive Role

| Sl. No | Name | Role | CTC in LPA |
|--------|---------------------|-------------------|------------|
| 1 | Abhishek B R | Process Executive | 2.8 |
| 2 | Bindu S M | Process Executive | 2.8 |
| 3 | C Sai Prathik Reddy | Process Executive | 2.8 |
| 4 | C Sumanjali | Process Executive | 2.8 |
| 5 | Hema B R | Process Executive | 2.8 |
| 6 | Kavya V | Process Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Process Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

II. Sales Trainee L & D

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------------------------|-------------------|------------|
| 1 | Pinaki Lalit Agarwal | Sales trainee-L&D | 2.4 |
| 2 | Poojarani | Sales trainee-L&D | 2.4 |
| 3 | Rohith M Nayak | Sales trainee-L&D | 2.4 |
| 4 | Shruti | Sales trainee-L&D | 2.4 |
| 5 | Siddanthi Narasimham Vikram Simha | Sales trainee-L&D | 2.4 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Sales Trainee L & D | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 144000 |
| 2 | House Rent Allowance | 57600 |
| 3 | Special Allowance | 38400 |
| 4 | Total Compensation | 240000 |

III. Verbal Trainer

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------|----------------|------------|
| 1 | J Kalyan Kumar | Verbal Trainer | 2.8 |
| 2 | Kavya Patil | Verbal Trainer | 2.8 |
| 3 | Nidhi Kumari | Verbal Trainer | 2.8 |
| 4 | Rohan Nagaraj Kora | Verbal Trainer | 2.8 |
| 5 | Saquib Shaik | Verbal Trainer | 2.8 |
| 6 | Sharada N.S | Verbal Trainer | 2.8 |
| 7 | Swathi K V | Verbal Trainer | 2.8 |
| 8 | Ankitha B C | Verbal Trainer | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Verbal Trainer | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

IV. Marketing Associate

| Sl. No | Name | Role | CTC in LPA |
|--------|-----------------------|---------------------|------------|
| 1 | Manikandan R | Marketing Associate | 2.6 |
| 2 | Manjula Venkateswarlu | Marketing Associate | 2.6 |
| 3 | Manjunath Teja N | Marketing Associate | 2.6 |
| 4 | Manoj H E | Marketing Associate | 2.6 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Marketing Associate | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
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V. Business Development Specialist

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|---------------------------------|------------|
| 1 | ANUSHA V | Business Development Specialist | 2.8 |
| 2 | Ibrahim Mohamed Omar | Business Development Specialist | 2.8 |
| 3 | KRUTHIKA M R | Business Development Specialist | 2.8 |

| Compensation Break up | | |
|-----------------------|---------------------------------|-----------------|
| Position | Business Development Specialist | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
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| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |
| | | |

VI. Training Relationship Manager

| Sl. No | Name | Role | CTC in LPA |
|--------|---------------------------------------|------------------------------|------------|
| 1 | Kiran M | Trainee Relationship Manager | 3 |
| 2 | Poornima S | Trainee Relationship Manager | 3 |
| 3 | Pradeep Kumar | Trainee Relationship Manager | 3 |
| 4 | Rahul Koudal | Trainee Relationship Manager | 3 |
| 5 | Ranjith S D | Trainee Relationship Manager | 3 |
| 6 | Alam Nikesh | Trainee Relationship Manager | 3 |
| 7 | Amulya T C | Trainee Relationship Manager | 3 |
| 8 | Chejarla Venkata Vidya Sagar Reddy | Trainee Relationship Manager | 3 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Trainee Relationship Manager | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 180000 |
| 2 | House Rent Allowance | 72000 |
| 3 | Special Allowance | 48000 |
| 4 | Total Compensation | 300000 |

VII. Branding Executive

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|--------------------|------------|
| 1 | Bandee Vamsi Krishna | Branding Executive | 2.8 |
| | | | |
| 3 | Charchitha N Behura | Branding Executive | 2.8 |
| 4 | Kumar V | Branding Executive | 2.8 |
| 5 | Megha R | Branding Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Branding Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

We have reviewed their academic records, conducted thorough interviews, and are confident that they possess the necessary skills and qualities required to contribute to our company's success.

We will be sharing the individual offer letters for each of the selected candidates with copies marked to you.

We request you to kindly inform us about their examinations and the expected date they will be able to join our organization. We will plan their joining dates accordingly.

We would like to express our gratitude to you and your team for your cooperation and support throughout the recruitment process. It has been a pleasure working with your institution, and we hope to continue this partnership in the future.

Thank you once again for your valuable assistance.

Yours Sincerely,

For Bizotic Talent Solutions Private Limited

Ramyashree S



Ramyshree S
Head of Finance & Operations

To,
The Placement Officer
REVA University
Bangalore - 560064

Date: 15th March, 2018

Respected Sir,

We are pleased to inform you that our company has successfully completed the recruitment process for the current academic year at your esteemed institution. We are happy to announce that we have identified some exceptional talent and would like to extend job offers to the selected students. The roles and the students selected against each role along with the compensation break up is as under:

I. Process Executive Role

| Sl. No | Name | Role | CTC in LPA |
|--------|---------------------|-------------------|------------|
| 1 | Abhishek B R | Process Executive | 2.8 |
| | | | |
| 3 | C Sai Prathik Reddy | Process Executive | 2.8 |
| 4 | C Sumanjali | Process Executive | 2.8 |
| 5 | Hema B R | Process Executive | 2.8 |
| 6 | Kavya V | Process Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Process Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

II. Sales Trainee L & D

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------------------------|-------------------|------------|
| 1 | Pinaki Lalit Agarwal | Sales trainee-L&D | 2.4 |
| 2 | Poojarani | Sales trainee-L&D | 2.4 |
| 3 | Rohith M Nayak | Sales trainee-L&D | 2.4 |
| 4 | Shruti | Sales trainee-L&D | 2.4 |
| 5 | Siddanthi Narasimham Vikram Simha | Sales trainee-L&D | 2.4 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Sales Trainee L & D | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 144000 |
| 2 | House Rent Allowance | 57600 |
| 3 | Special Allowance | 38400 |
| 4 | Total Compensation | 240000 |

III. Verbal Trainer

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------|----------------|------------|
| 1 | J Kalyan Kumar | Verbal Trainer | 2.8 |
| 2 | Kavya Patil | Verbal Trainer | 2.8 |
| 3 | Nidhi Kumari | Verbal Trainer | 2.8 |
| 4 | Rohan Nagaraj Kora | Verbal Trainer | 2.8 |
| 5 | Saquib Shaik | Verbal Trainer | 2.8 |
| 6 | Sharada N.S | Verbal Trainer | 2.8 |
| 7 | Swathi K V | Verbal Trainer | 2.8 |
| 8 | Ankitha B C | Verbal Trainer | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Verbal Trainer | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

IV. Marketing Associate

| Sl. No | Name | Role | CTC in LPA |
|--------|-----------------------|---------------------|------------|
| 1 | Manikandan R | Marketing Associate | 2.6 |
| 2 | Manjula Venkateswarlu | Marketing Associate | 2.6 |
| 3 | Manjunath Teja N | Marketing Associate | 2.6 |
| 4 | Manoj H E | Marketing Associate | 2.6 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Marketing Associate | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 156000 |
| 2 | House Rent Allowance | 62400 |
| 3 | Special Allowance | 41600 |
| 4 | Total Compensation | 260000 |

V. Business Development Specialist

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|---------------------------------|------------|
| 1 | ANUSHA V | Business Development Specialist | 2.8 |
| 2 | Ibrahim Mohamed Omar | Business Development Specialist | 2.8 |
| 3 | KRUTHIKA M R | Business Development Specialist | 2.8 |

| Compensation Break up | | |
|-----------------------|---------------------------------|-----------------|
| Position | Business Development Specialist | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |
| | | |

VI. Training Relationship Manager

| Sl. No | Name | Role | CTC in LPA |
|--------|---------------------------------------|------------------------------|------------|
| 1 | Kiran M | Trainee Relationship Manager | 3 |
| 2 | Poornima S | Trainee Relationship Manager | 3 |
| 3 | Pradeep Kumar | Trainee Relationship Manager | 3 |
| 4 | Rahul Koudal | Trainee Relationship Manager | 3 |
| 5 | Ranjith S D | Trainee Relationship Manager | 3 |
| 6 | Alam Nikesh | Trainee Relationship Manager | 3 |
| 7 | Amulya T C | Trainee Relationship Manager | 3 |
| 8 | Chejarla Venkata Vidya Sagar Reddy | Trainee Relationship Manager | 3 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Trainee Relationship Manager | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 180000 |
| 2 | House Rent Allowance | 72000 |
| 3 | Special Allowance | 48000 |
| 4 | Total Compensation | 300000 |

VII. Branding Executive

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|--------------------|------------|
| 1 | Bandee Vamsi Krishna | Branding Executive | 2.8 |
| 2 | Bhimesh | Branding Executive | 2.8 |
| 3 | Charchitha N Behura | Branding Executive | 2.8 |
| 4 | Kumar V | Branding Executive | 2.8 |
| 5 | Megha R | Branding Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Branding Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

We have reviewed their academic records, conducted thorough interviews, and are confident that they possess the necessary skills and qualities required to contribute to our company's success.

We will be sharing the individual offer letters for each of the selected candidates with copies marked to you.

We request you to kindly inform us about their examinations and the expected date they will be able to join our organization. We will plan their joining dates accordingly.

We would like to express our gratitude to you and your team for your cooperation and support throughout the recruitment process. It has been a pleasure working with your institution, and we hope to continue this partnership in the future.

Thank you once again for your valuable assistance.

Yours Sincerely,

For Bizotic Talent Solutions Private Limited

Ramyashree S



Ramyashree S
Head of Finance & Operations

To,
The Placement Officer
REVA University
Bangalore - 560064

Date: 15th March, 2018

Respected Sir,

We are pleased to inform you that our company has successfully completed the recruitment process for the current academic year at your esteemed institution. We are happy to announce that we have identified some exceptional talent and would like to extend job offers to the selected students. The roles and the students selected against each role along with the compensation break up is as under:

I. Process Executive Role

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------|-------------------|------------|
| 1 | Abhishek B R | Process Executive | 2.8 |
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| | | | |
| 4 | C Sumanjali | Process Executive | 2.8 |
| 5 | Hema B R | Process Executive | 2.8 |
| 6 | Kavya V | Process Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Process Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

II. Sales Trainee L & D

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------------------------|-------------------|------------|
| 1 | Pinaki Lalit Agarwal | Sales trainee-L&D | 2.4 |
| 2 | Poojarani | Sales trainee-L&D | 2.4 |
| 3 | Rohith M Nayak | Sales trainee-L&D | 2.4 |
| 4 | Shruti | Sales trainee-L&D | 2.4 |
| 5 | Siddanthi Narasimham Vikram Simha | Sales trainee-L&D | 2.4 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Sales Trainee L & D | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 144000 |
| 2 | House Rent Allowance | 57600 |
| 3 | Special Allowance | 38400 |
| 4 | Total Compensation | 240000 |

III. Verbal Trainer

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------|----------------|------------|
| 1 | J Kalyan Kumar | Verbal Trainer | 2.8 |
| 2 | Kavya Patil | Verbal Trainer | 2.8 |
| 3 | Nidhi Kumari | Verbal Trainer | 2.8 |
| 4 | Rohan Nagaraj Kora | Verbal Trainer | 2.8 |
| 5 | Saquib Shaik | Verbal Trainer | 2.8 |
| 6 | Sharada N.S | Verbal Trainer | 2.8 |
| 7 | Swathi K V | Verbal Trainer | 2.8 |
| 8 | Ankitha B C | Verbal Trainer | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Verbal Trainer | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
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| 4 | Total Compensation | 280000 |

IV. Marketing Associate

| Sl. No | Name | Role | CTC in LPA |
|--------|-----------------------|---------------------|------------|
| 1 | Manikandan R | Marketing Associate | 2.6 |
| 2 | Manjula Venkateswarlu | Marketing Associate | 2.6 |
| 3 | Manjunath Teja N | Marketing Associate | 2.6 |
| 4 | Manoj H E | Marketing Associate | 2.6 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Marketing Associate | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 156000 |
| 2 | House Rent Allowance | 62400 |
| 3 | Special Allowance | 41600 |
| 4 | Total Compensation | 260000 |

V. Business Development Specialist

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|---------------------------------|------------|
| 1 | ANUSHA V | Business Development Specialist | 2.8 |
| 2 | Ibrahim Mohamed Omar | Business Development Specialist | 2.8 |
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| Compensation Break up | | |
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| Compensation Break up | | |
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VII. Branding Executive

| Sl. No | Name | Role | CTC in LPA |
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| Compensation Break up | | |
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Thank you once again for your valuable assistance.

Yours Sincerely,

For Bizotic Talent Solutions Private Limited

Ramyashree S



Ramyshree S
Head of Finance & Operations



#15, 3rd Main, 3rd Cross, Maruthi Nagar, Shreyas colony, JP Nagar 7th Phase - 560078

To,
The Placement Officer
REVA University
Bangalore - 560064

Date: 15th March, 2018

Respected Sir,

We are pleased to inform you that our company has successfully completed the recruitment process for the current academic year at your esteemed institution. We are happy to announce that we have identified some exceptional talent and would like to extend job offers to the selected students. The roles and the students selected against each role along with the compensation break up is as under:

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| Compensation Break up | | |
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| Compensation Break up | | |
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| 6 | Alam Nikesh | Trainee Relationship Manager | 3 |
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| 8 | Chejarla Venkata Vidya Sagar Reddy | Trainee Relationship Manager | 3 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Trainee Relationship Manager | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
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| 2 | House Rent Allowance | 72000 |
| 3 | Special Allowance | 48000 |
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VII. Branding Executive

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|--------------------|------------|
| 1 | Bandee Vamsi Krishna | Branding Executive | 2.8 |
| 2 | Bhimesh | Branding Executive | 2.8 |
| 3 | Charchitha N Behura | Branding Executive | 2.8 |
| 4 | Kumar V | Branding Executive | 2.8 |
| 5 | Megha R | Branding Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Branding Executive | |
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| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
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Thank you once again for your valuable assistance.

Yours Sincerely,

For Bizotic Talent Solutions Private Limited

Ramyashree S



Ramyshree S
Head of Finance & Operations



Capgemini Technology Services India Limited
Plant 2, 'C' Wing, 1st Floor, Godrej IT Park,
Godrej & Boyce Compound, Gate No. 2,
L.B.S. Marg, Pirojshanagar, Vikroli (West),
Mumbai-400 079, Maharashtra, India.
Tel: +91.22.6686 0500 | Fax: +91.22.6755 7066
www.capgemini.com

Date: 1/23/2018

Ref No: HR/Campus/201830817

Mr. Anand B R
Reva Institute of Technology & Management

Letter of Intent ("LOI")

Dear Anand,

With reference to your interview conducted by us at Reva University, Bangalore, 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 subject to 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.

You will be required to undergo mandatory trainings prior to your joining Capgemini. Your joining will be conditional upon successfully clearing the mandatory trainings. 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. You will be required to undergo classroom training for a duration not exceeding 15 weeks. During the training period, your performance will be evaluated periodically.

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

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, 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 hear from you soon. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Sayyad Asad Kadri
Senior Director – Head Fresher Hiring

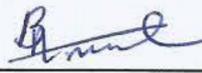
ANNEXURE 1

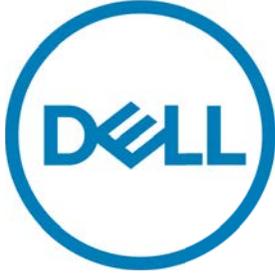
Anand B R

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 2,40,000/- (Rupees Two Lakhs Forty Thousand 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 3,15,000/- (Rupees Three Lakhs Fifteen 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.

Sayyad Asad Kadri
Senior Director – Head Fresher Hiring

Signature: 
Candidate Name: Anand B R
Date: 30/01/2018



May 8, 2018

Carol Simon

Bangalore
India

Private & Confidential

Dear Carol,

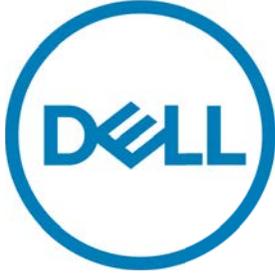
Congratulations, and welcome to Dell!

We are pleased to extend our offer of employment to Carol Simon (employee hereafter "you/your") with EMC INDIA S/W & SERV PVT ("the Company") conditional on the successful completion of the Company's Background Checks, and subject to the attainment of work permit, employment pass or employment visas, as may be applicable.

Your title will be Associate Sales Engineer Analyst at career level Individual Contributor I5, reporting to Abhinay Kumar (1011891), Manager 2, Sales Engineer Analyst. Your start date is June 18, 2018. You will be based at our offices in Bangalore, India.

Orientation

A member of our Onboarding team or Talent Acquisition team will be in contact with you prior to your joining date to assist you with your onboarding experience.



Core Business Hours

Your working hours shall be the number of hours as the Company may from time to time deem appropriate and as may be necessary to achieve the purposes of the Company (inclusive of a lunch break). Please take note that certain functions such as Sales, Technical Support, Manufacturing, Information Services require staggered/shift hours.

Place of Work

Your usual place of work will be at Bangalore, India. However, the company reserves the right at its discretion, and by this contract you hereby agree, to change your place to work, either on a temporary or permanent basis, to any other place where it now conducts or at some future date, may conduct its business or part of its business. Except at the discretion of the Company you will not be compensated or reimbursed for the costs involved in such relocation. You may be required to work at or from any office, branch or location of the Company or any client of the Company, as the need arises, which you agree to do so. In the event of you working in the premises of any other Company you shall comply with all Regulations and Codes of Conduct and legislative restrictions and requirements applicable in the workplace of any Company that you may be assigned to. Any breach of such legislation, Regulations or Codes of Conduct shall be deemed a serious breach of discipline and may result in dismissal.

Compensation

We are pleased to offer you a compensation package consisting of the following element(s):

Base Salary, of 480,005.00 per annum.

Base salary is comprised of Basic and Basket of allowances. Basic is 192,002.00. Basket is 288,003.00 INR Annual.

*The Basket of Allowances includes components such as HRA and LTA. You may be eligible for all the allowances or a combination of them, depending on other factors including your job grade. Please contact HR Staffing for further details regarding the components you are eligible for and the limits there under that are applicable to you.

Retirals

Retirals is comprised of PF and Gratuity. PF is 12% Annual. Gratuity is 4.81% Annual.

***Gratuity: Payment of Gratuity would be as per the criteria set out in the Payment of Gratuity Act



****PF contribution: If your basic salary is less than INR 15000 per month, then for the purpose of PF computation and contribution, the sum total of basic salary, conveyance and undeclared portion of the basket of allowances (BOA) will be considered up to the extent of INR 15,000 per month.

Illustration: If your monthly basic salary in the salary table above is INR 6000, conveyance is INR 800 and your undeclared BOA is INR 2,000, then PF = 12% of 8800 which amounts to 1056. Employer and Employee contribution to PF will be 1056.

You will be entitled to all employee benefits including benefits through Employee Welfare Fund which is a contributory fund in which you will be a member of. There will be a standard deduction of Rs 200/- per month or such other amounts as decided from time to time towards contribution to the Employee Welfare Fund.

Incentive Bonus Plan

You will be eligible for an annual bonus of 5% of your base salary on terms that may vary, depending upon the Company's financial results and attainment of strategic corporate initiatives. You will be eligible to participate in the bonus program on a pro-rated basis, calculated from your start date. The Company reserves the right to vary the terms and amount of your bonus, depending upon your performance, the company's financial results and attainment of strategic corporate initiatives. The terms of the Bonus Plan are subject to annual re-evaluation and modification by the Company. The bonus is paid after the end of the Company's fiscal year. You must be actively employed at time of payment in order to earn and receive the bonus.

Total Target Cash will be INR504,005.25 plus Retirals per annum.

Your salary will be paid each **month** via Electronic Funds Transfer to the bank account nominated by you. We will advise you of the relevant date of payment.

Benefits

The Company offers a variety of benefits to assist you and your family. You will enjoy all benefits in accordance with the Company's prevailing policy and practice. A summary of these benefits will be made available for your access after onboarding. The Company reserves the right, at its absolute discretion, to vary or amend the terms of any benefit or existing benefit policy offered in accordance with applicable local law.



Probation

Your first **6 months** of service will be of a probationary nature. The Company may waive or reduce the probation period at its discretion. You are deemed to have successfully completed your probationary period after 6 months unless otherwise informed in writing by the Company. For a person whose immediate previous employment is with any of the Dell group of companies, this clause shall not be applicable.

Notice Period and Termination

During the probationary period, your employment may be terminated by either party at any time by giving to the other party written notice of not less than **30 days** or salary in lieu thereof at the sole discretion of the Company.

Upon satisfactory completion of probation, your employment may be terminated by either party at any time by giving to the other party **60 days** written notice prior to the termination date or salary in lieu at the sole discretion of the Company.

Notwithstanding the above, the Company reserves the right at all times to terminate your employment (including employment during your probationary period) forthwith without notice or payment in lieu of notice if you are involved in gross negligence, misrepresentation, serious misconduct, a breach of any Dell policy including but not limited to the Code of Conduct; or commit any act of fraud or dishonesty or any criminal offense. In such an event, without prejudice to the Company's rights at law and/or under other provisions of this letter, the Company shall pay only salary earned by you up to the date of termination.

In the event of termination of services, you agree and authorize the Company to offset payment of any pro-rated allowance advances, and any other sums due to the Company to the extent permitted by law, against salary due and to withhold amounts that may be required by the relevant authorities. You will also be required to promptly deliver to Dell all originals and copies of materials, documents and property of Dell which are in your possession or control.



Restraint:

In addition, for a period of one year after termination of employment with the Company, you shall not approach or communicate with any customers of the Company, nor solicit or endeavor to take away from the Company, the business or any customers or clients of the Company. You further agree not to, for a period of [one year] after termination of employment with the Company, approach any employee of the Company or communicate with any employee of the Company with the effect of enticing, or attempting to entice any employee away from the Company.

Code of Conduct

The company's Code of Conduct sets out the standards of business conduct to which all employees are expected to adhere. We take our Code of Conduct very seriously in order to maintain the highest possible standard of ethics. Failure to adhere to the Code of Conduct is a disciplinary offence and may result in dismissal. A copy of the Code of Conduct shall be given to you in your Employee Orientation Program on joining. If you require a copy of any of the company's Code of Conduct before signing this employment contract please contact your Recruiter (i.e. signatory on this employment contract).

You should comply with the legal requirements of each country in which the Company conducts business and shall employ the highest ethical standards in your dealings. Use of any company assets for unlawful purposes is strictly prohibited.

In the event of you working in the premises of any other Company you shall comply with all Regulations and Codes of Conduct and legislative restrictions and requirements applicable in the workplace of any Company that you may be assigned to. Any breach of such legislation, Regulations or Codes of Conduct shall be deemed a serious breach of discipline and may result in dismissal.



Data Protection

will obtain, hold and use personal data relating to you in the context of your employment, including, but not limited, your name, number, cost centre, address, emergency contact details (e.g. home telephone number), educational details/history/qualifications and employment history, proof of right to work, any director or officer posts held, outcomes of any pre-employment screening, salary information including details on commissions bonuses and profit share, pension, stock option rights and details related thereto as well as additional benefit details, job description, job level, job grade, performance plans and performance rating details including sales and margin targets and achievements, Individual Work history.

The purposes of such processing are to administer and manage the employment relationship we have with you, and may include disaster recovery data duplication, administering and maintaining personnel records (includes sickness and other absence records), assessing fitness for work, paying and reviewing salary, bonus, profit share and other benefits (if any), providing and administering benefits such as pension, stock purchase and stock option programmes, life, health and medical insurance, analysing sales and sales related activity, career and succession planning, performance appraisals and reviews, employee development and training, resources and skills allocation, regulatory and legal compliance, carrying out activities related to compliance with the company's policies and procedures, providing references and information to future employers, governmental and regulatory agencies (includes tax, social security authorities) in a take-over or merger, providing information to a future purchaser or potential purchaser of or any part of 's business or a potential or future service provider as part of due diligence. You hereby consent to such data processing by , any other . company or any third party charged with providing services, information or benefits related to the employment and you further consent to transfer of data to a company or third party even if such company or third party is situated outside India in a country which does not offer a level of data protection compared to the level applied in India. will put in place adequate safeguards with such third parties to ensure an adequate level of data protection.

Confidentiality Obligation

You will not use, publish, misappropriate or disclose any "Confidential or Proprietary Information", during or after your employment, except as required in the performance of your assignment for the Company or as authorized in writing by the Company. Such Information shall include what you learn or originate during your employment which is not available or readily ascertainable from public sources, and includes such information disclosed by others in confidence to the Company. If in doubt, you will promptly consult your supervisor. Confidential and Proprietary Information includes, but is not necessarily limited to, the information described in sub-paragraphs below.



- a) Computer products, Company processes and device strategies planned or under development, including device specifications, system architecture, logic designs, circuit implementations and plans for unannounced and announced products;
- b) Software products in use, planned or under development, including operating systems adaptations or enhancements, language compilers, interpreters and translators, system design and evaluation tools, and application programs;
- c) Information relating to Company employees; actual and anticipated relationships between the Company and other companies; sales levels, profit levels, pricing and other unpublished financial data; and budget, staffing, compensation, equipment and related plans;
- d) Information relating to the Company's customer and vendor relationships. This includes performance requirements, development and delivery schedules, device and product pricing and quantities, and other information communicated to the Company by customers or vendors.

You will not use in your work or disclose to the Company any confidential or proprietary information of a third party unless the Company first receives written authorization from the third party allowing the use or disclosure of such information and unless the Company agrees in writing to receive such information on terms acceptable to the Company. You will abide by the restrictions imposed on the disclosure and use of such third party information.

You acknowledge that a violation of the provisions of this Agreement dealing with Confidential and Proprietary Information and Intellectual property may cause significant harm to the Company and that remedies at law may be inadequate to protect against a breach of such provisions. Accordingly, you agree that the Company shall be entitled, in addition to any other relief available to it, to the granting of injunctive relief without proof of actual damages or the requirement to establish the inadequacy of any of the other remedies available to it. You agree not to assert any defense in proceedings regarding the granting of any injunction or specific performance based on the availability to the Company of any other remedy.

For a period of one (1) year after leaving the Company's employment, you will give written notice to the new employer of your obligations regarding Intellectual Property, Confidential and Proprietary Information. For a period of one (1) year after termination of this Contract for whatever cause, you shall not solicit or endeavor to take away from the Company the business of any customers or clients of the Company.



Intellectual Property and Copyright

While you are an employee of the Company, you will promptly disclose to the Company, all Intellectual Property developed by you, solely or jointly with others, in the course of your employment. Intellectual Property includes each discovery, idea, improvement, or invention you create, conceive, develop or discover, alone or with others, which relates to the Company's business or results from the use of the Company's equipment, supplies, facilities, or information. All Intellectual Property, in whatever form, is the Company's property. You will assign to and agree to assign to the Company and its nominees, without additional compensation, all of your worldwide and perpetual rights in Intellectual Property. You will assist the Company in all ways, including giving evidence and executing any documents deemed helpful or necessary by the Company to establish, perfect, and register worldwide, at the Company's expense, such rights in Intellectual Property. You will not do anything in conflict with the Company's rights in Intellectual Property and will cooperate fully to protect Intellectual Property against misappropriation or infringement by third parties. If you come across any cases of infringement of the rights of the Company in its Intellectual Property, you will promptly notify the Company of such infringement and assist the Company in all ways to protect its Intellectual Property.

You hereby agree that the Company will be the copyright owner in all works of every kind and description created or developed by you, solely or jointly with others, in connection with any employment with the Company. If requested to, and at no further expense to the Company, you will execute in writing any acknowledgments or assignments of copyright ownership of such Copyrightable Works as may be appropriate for preservation of the worldwide and perpetual ownership in the Company and its nominees of such copyrights.

You further agree that the Company may use your name, voice, picture or likeness in the Company's advertising, training advertisement and other materials without payment or separate compensation to you both during and following your employment with the Company.

On the date your employment with the Company ends, you will promptly deliver to a designated representative of the Company all originals and copies of all materials, documents and property of the Company which are in your possession or control. You will also cooperate in conducting exit interviews with a designated representative of the Company. The purpose of the exit interviews will be to review confidential and proprietary information known or possessed by you and to confirm the Company's rights regarding non-solicitation, the protection of the confidential and proprietary information and the disclosure to the Company and its ownership of intellectual property.



Export Compliance

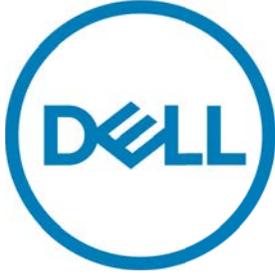
You will not export or otherwise transfer out of India or release to any person, Controlled Technology or Software, during or after employment with the Company, except as authorized in writing by the Company. Controlled Technology or Software is technology or software controlled under the U.S. Export Administration Regulations and includes, but is not limited to:

- Confidential and Proprietary Information of the type described in paragraph 4(a) above, to the extent that such information is not otherwise publicly available;
- Technical information of , its affiliates, its customers or other third parties that is in use, planned, or under development, such as but not limited to: manufacturing and/or research processes or strategies (including design rules, device characteristics, process flow, manufacturing capabilities and yields); computer product, process and/or devices (including device specification, system architectures, logic designs, circuit implementations); software product (including operating system adaptations or enhancements, language compilers, interpreters, translators, design and evaluation tools, and application programs); and any other databases, methods, know-how, formulae, compositions, technological data, technological prototypes, processes, discoveries, machines, inventions, and similar items;
- Information relating to future plans of , its affiliates, its customers and other third parties, such as but not limited to: marketing strategies; new product research pending projects and proposals; proprietary production processes; research and development strategies; and similar items.
- Release includes disclosure to any person, oral exchange, and application to situations abroad of personal knowledge or technical experience. If you have any doubts regarding whether particular information is Controlled Technology or Software, please consult your manager, 's Legal Department, or 's Export Compliance Organization.

Training: The Company may also send you abroad for the purpose of specific skills training relevant to your employment with the Company. If your employment with the Company ends for any reason within the first twelve (12) months of you being sent abroad for specific skills training, you will repay to the Company, all of the costs paid to you or incurred on your behalf for this training.

The company reserves the right to review the skills required to perform the job, and may introduce new trainings and certifications needed to impart the new skills and ways to measure the same. You shall undergo such trainings and certifications when needed and continue to successfully upgrade your skills and capabilities needed to perform the job effectively at expected levels.

Recovery of dues: In the event of any financial recovery to be made from you, the Company shall also be entitled to offset payment of any prorated allowance advances against salary due and to withhold amounts that may be required by relevant authorities. These repayment obligations cannot be waived except by a written communication by the Company.



Secondary employment and outside business ventures: While in the employment of the Company, you shall not undertake employment with any other Company on a temporary or part-time basis or offer your services with or without pay to any person, legal entity or public authority or to be occupied in your own business without the prior written consent of the Company.

Correctness of Information: This appointment is based on the information supplied by you in your application for employment. This appointment will be treated as "null and void" if any material error, in the management opinion, is discovered and/or due to non-disclosure of relevant information about you, to the company.

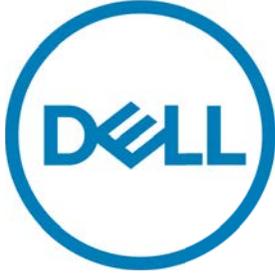
Service rules: For all other matters, not specified herein, you shall be governed by the company's policies, conditions of service, service rules and amendments made and communicated from time to time.

Retirement

You shall retire on the attainment of sixty two (62) years unless specifically communicated by the company in writing to continue in service beyond this age.

Regards,

Gangadhar Salimath
Senior Manager, Talent Acquisition



Confirmation of Acceptance

I, Carol Simon, confirm that I have read, understood and accept the terms and conditions of employment with Dell. I authorize the Company to make deductions from my wages pursuant to clause "remuneration" of this agreement.

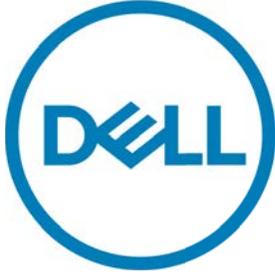
I confirm that I will commence employment with Dell on 18 Jun, 2018.

Carol Simon

Date

We have partnered with a vendor to enable you to review and accept employment related documents electronically in an efficient, secure and protected manner. The documents are encrypted. Your electronic signature cannot be changed once signed. You will be able to print out full copies of your signed documentation for your records. Within each document, the system will guide you to all relevant sections which need to be completed and signed.

Electronic is our preferred, and most efficient, method for managing the documentation. However, if you prefer, you can print and sign all of the documents, and scan and email the originals to Niraj Pandey / Niraj.Pandey@Dellteam.com. If you need to return the documentation in a different manner, please let your recruiter know.



Annexure

Notice Period Buyout

The Company will pay for your Notice pay recovery if any, as agreed during the HR interview. If my employment ends within the first 12 months of my hire date*, either due to my resignation (regardless of the reason) or because terminates the employment for cause (as determined by at its sole discretion), I will be required to repay to the entire notice period that has been bought out by at the time of my joining. Gross up on notice period buyout will be done on a case to case basis depending on the tax treatment availed in the previous employment/s. You need to submit the necessary document in support of Notice Period Buyout claim.

*** Hire Date shall mean the date of transfer in case of current employees who have opted for a personal transfer and the date of joining in case of new hires.**

I agree that the repayment amount for any of the categories as detailed above will become fully due and payable upon my termination of employment. I hereby authorize , to the full extent allowed by law, to deduct the repayment amount for any of the categories as detailed above from any monies owed to me by , including, but not limited to: wages, final paycheck, reimbursement for expenses, payment for unused benefits, refunds of contributions to benefit plans or programs, and/or any other sums payable to me by .

Carol Simon

Date

CSE



May 8, 2018

Carol Simon

Bangalore
India

Private & Confidential

Dear Carol,

Congratulations, and welcome to Dell!

We are pleased to extend our offer of employment to Carol Simon (employee hereafter "you/your") with EMC INDIA S/W & SERV PVT ("the Company") conditional on the successful completion of the Company's Background Checks, and subject to the attainment of work permit, employment pass or employment visas, as may be applicable.

Your title will be Associate Sales Engineer Analyst at career level Individual Contributor I5, reporting to Abhinay Kumar (1011891), Manager 2, Sales Engineer Analyst. Your start date is June 18, 2018. You will be based at our offices in Bangalore, India.

Orientation

A member of our Onboarding team or Talent Acquisition team will be in contact with you prior to your joining date to assist you with your onboarding experience.



CSE

Offer: Computer Consultancy
Ref: TCSL/CT20172238277/Bangalore
Date: 10/01/2018

Ms. Chamarthi Lakshmi Karthikeya
Room No-122, 1st Floor, G1 Block Reva Hostels,
Reva University Campus,
Bangalore-560064,
Karnataka.
Tel# 91-7032149988

Dear Chamarthi Lakshmi Karthikeya,

Sub: Letter of Offer

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

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

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

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

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

TCS Confidential
TCSL/CT20172238277

TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 3841 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



GROSS SALARY SHEET

Annexure 1

| | |
|----------------|--|
| Name | Chamarthi Lakshmi Karthikeya |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|---------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 10,200 | 1,22,400 |
| Bouquet Of Benefits # | 13,000 | 1,56,000 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,224 | 14,688 |
| Gratuity | 490 | 5,887 |
| Total of Annual Components & Retirals | 1,715 | 28,475 |
| Retention Incentive | NA | 0 |
| TOTAL GROSS | 27,415 | 3,36,875 |

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

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

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

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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

| Component Category | Monthly | Annual |
|----------------------------------|---------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Conveyance Allowance | 800 | 9,600 |
| Leave Travel Assistance | 850 | 10,200 |
| Sundry Medical Reimbursement | 500 | 6,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 6,270 | 75,240 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |

TCS Confidential
TCSL/CT20172238277

12

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, Narman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3113 Email: careers@tcs.com



Ref:108557
Date: May 24, 2018

Ms Chandana. M. H

Reva University Hostels (G1), , Reva University, Kattigenahalli, Yelahanka,
Bangalore,Karnataka
India - 577005.

Dear Chandana. M. H,

We are pleased to confirm our offer of employment to you as Associate Software Eng. in Grade G1 starting July 2, 2018.You are requested to report to the said address on July 2, 2018, not later than 9:00:00 AM .

LOCATION

You will be based at Bangalore. However, the company may require you to work at other company locations or at the customer's site both within and outside India. You will be given reasonable notice of any travel or re-location requirement.

COMPENSATION

Your gross annual compensation package will be Rs.460,000.00 (Rupees Four Lakh Sixty Thousand Only) the breakup for which is given in Annexure A.

Tax liability will be as per Income Tax rules. Changes in your compensation and other terms are subject to discretion of the company, statutory requirements, your performance in the company and other relevant criteria.

MEDICLAIM INSURANCE

As per company policy, you will be covered under Group Medical Insurance. The Group Mediclaim Policy will cover self and up to 3 dependents (spouse and 2 children). This insurance will start on your date of joining.

CODE OF CONDUCT

We at Xoriant are committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of the Company including the Code of Business Conduct and other policies of the Company as they form an integral part of the terms of your employment with Xoriant. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated/modified on a periodic basis and new Policies may be introduced and notified to the employees from time to time and you will be required to comply with the same.

PROFESSIONAL ETHICS

You will be required to deal with the Company's money, material and documents and other resources, with honesty and a high standard of ethics. If you are found guilty, at any point of time of moral turpitude or of dishonesty in dealing with the Company's money or material or documents or of theft or of misappropriation, regardless of the value involved, your services would be terminated with immediate effect, notwithstanding other terms and conditions mentioned in the appointment letter.

Regd. Office : W inchester , 4th Floor , High Street, Hiranandani Business Park, Powai, Mumbai – 400076

Tel : +91 22 3051 1000 Fax : + 91 22 3051 1 111 CIN : U72900MH2002PTC138380 www.xoriant.com



ANNUAL LEAVE/ PUBLIC HOLIDAYS

You will be entitled for 24 days of paid leaves per calendar year of service, or pro-rata for partial period of service in a calendar year. You are also entitled for 11 public holidays

NOTICE PERIOD/ TERMINATION

This contract of employment may be terminated by either party by giving sixty days written notice or gross monthly salary in lieu thereof.

Project allocation is subject to availability of positions in the respective project at the time of your joining. Kindly note that while you accept this offer, we will be initiating your reference check in parallel. In case of a negative reference check, this offer will stand cancelled. A detailed appointment letter will be issued to you on your date of joining us.

Chandana. M. H, we believe that people form the strongest foundation pillar of our organization. Our commitment lies in maintaining a challenging and intellectually stimulating environment with a high degree of ethical sensitivity. We look forward to having you join Xoriant Solutions Pvt. Ltd. Please do not hesitate to contact me if you need any further assistance.

In case of any query please feel to contact Christo Fernandes
MobileNumber:/email:Christo.Fernandes@Xoriant.com.

Sincerely
For Xoriant Solutions Pvt.Ltd

A handwritten signature in blue ink that reads 'R.S. Deshpande'. The signature is written in a cursive style with a horizontal line underneath the name.

Rakhi Deshpande
Head-Talent Acquisition

Agreed & Accepted on

Chandana. M. H

HR Signatory
Actual Date of Joining:

Agreed & Accepted on

Chandana. M. H



| Annexure A | | |
|-------------------------|-----------|-----------|
| SALARY STRUCTURE | PER MONTH | PER ANNUM |
| BASIC | 11,500 | 138,000 |
| HOUSE RENT ALLOWANCE | 5,750 | 69,000 |
| CONVEYANCE ALLOWANCE | 1,600 | 19,200 |
| FIXED ALLOWANCE | 12,684 | 152,205 |
| MEAL COUPON | 2,200 | 26,400 |
| GIFT CARD | 417 | 5,000 |
| FLEXI PLAN | 0 | 0 |
| A | 34,151 | 409,805 |
| MEDICAL ALLOWANCE | 1,250 | 15,000 |
| LEAVE TRAVEL ASSISTANCE | 1,000 | 12,000 |
| B | 2,250 | 27,000 |
| C = A + B | 36,401 | 436,805 |
| PROVIDENT FUND | 1,380 | 16,560 |
| GRATUITY | 553 | 6,635 |
| D | 1,933 | 23,195 |
| CTC = C + D | 38,330 | 460,000 |

Sincerely
For Xoriant Solutions Pvt.Ltd

RSDeshpande

Rakhi Deshpande
Head-Talent Acquisition

HR Signatory
Actual Date of Joining:

Agreed & Accepted on
Chandana. M. H

Agreed & Accepted on
Chandana. M. H



ANNEXURE B

These are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

BASIC

It is the basic amount of the CTC which is around 30% of the CTC and is taxable on all cases.

HRA

HRA is given to the extent of 50 %of your Basic. HRA exemption is applicable as per IT Rules on submission of rent receipts.

CONVEYANCE ALLOWANCE

Conveyance up to Rs.1600/- PM (Rupees One Thousand and Six Hundred Only Per Month) totaling to Rs.19200/- PA is taxable.

FIXED ALLOWANCE

Taxable

MEAL COUPON

These are the ticket coupons which are received on monthly basis and are exempt if claimed as coupons.

GIFT CARD

Tax free to the extent of Rs.5000/-pa (Rupees Five Thousand Only) per annum. It is given before Diwali. If Employee joins after Diwali, Gift card will be given in March.

FLEXI PLAN

This is a taxable portion wherein the employee claims (any or all) Meal Coupons, Gift Card, LTA, PF in their salary as taxable

MEDICAL ALLOWANCE

Medical Allowance up to Rs.1250/- PM (Rupees One Thousand Two Hundred and Fifty Only Per Month) totaling to Rs.15000/- PA is Taxable.

LEAVE TRAVEL ASSISTANCE

New employees are eligible for LTA provided leave is taken as per the rules of the Company. The maximum LTA that can be reimbursed is as per the amount mentioned in your CTC. This component is processed only on submission of bills. Employee can produce only Air / Train Tickets. If bills are not submitted then the entire amount is paid as taxable at the end of Year.

PROVIDENT FUND

You can participate in the Company's Employee's Provident Fund scheme, wherein the Company will match your annual contribution of 12% of your annual basic salary. The details are given in the Annexure.



GRATUITY

On completion of five years of service with the company, you will be eligible for gratuity as per the Payment of Gratuity Act. This amount will accrue to your account annually.

Sincerely
For Xoriant Solutions Pvt.Ltd
HR Signatory
Actual Date of Joining :

Agreed & Accepted on

Chandana. M. H



ANNEXURE C
DOCUMENT CHECK LIST

At the time of joining, you are requested to submit one independent set of photocopies of all the following documents:

| Sr.No | Particulars |
|-------|--|
| 1. | Colour passport sized photographs – 8 Nos. |
| 2 | Color photograph's soft copy for Company photo ID card <ul style="list-style-type: none"> · Specification as per Id photo design are: · Having fixed width of 520px · Left crop by right shoulder of employee , photo with standing position at 30 degree towards right side · Bottom crop by 3rd button of shirt just below the chest · Background should be white |
| 3. | Certificates supporting your education qualifications: <ul style="list-style-type: none"> · SSC & HSC Mark sheets · Mark sheets (All Semesters) and convocation certificates of degree/ post graduation. · Additional Education Certificate and Mark sheets if any (Eg. Diploma, NIIT, MCSD, Novell Netware etc.) |
| 4. | Following employment documents for previous all employers: <ul style="list-style-type: none"> · Appointment letter · Experience and relieving certificates. · Last 2 month's pay slip |
| 5. | Valid passport (include if any previous visa / Work Permit authorization |
| 6. | Pan Card |
| 7. | Marriage Certificate |
| 8. | Residential Proof Documents for opening bank account |



I have read the contents of this letter and accept all the terms and conditions of this offer and the enclosed annexure in their totality and also confirm that I shall not be legally or otherwise entitled to any other perquisites, facilities, benefits, etc. than the mentioned in the same, either monetary or otherwise, unless and until the Company specifically agrees in writing ,herein after.

Name: Chandana. M. H

Sign: _____

- 1) Annexure A: Salary Break up
- 2) Annexure B: Description of Salary Break up
- 3) Annexure C: Document

This Offer Letter is deemed to be treated as Appointment Letter upon you joining the company.

Sincerely

For Xoriant Solutions Pvt.Ltd

RSDeshpande

Rakhi Deshpande
Head-Talent Acquisition

Agreed & Accepted on

Chandana. M. H

HR Signatory

Actual Date of Joining:

Agreed & Accepted on

Chandana. M. H

Offer electronically accepted by: H, Chandana.
Offer electronically accepted on: May 24, 2018 2:51 PM
Offer electronically accepted from: 103.5.135.243



CSE

Offer: Computer Consultancy
Ref: TCSL/CT20172238740/Bangalore
Date: 10/01/2018

Ms. Chandana Br
#915, Rahul Nivas ,4th Cross 1st A Main, Bsk 3rd Phase ,3rd Block, 3rd Stage#915 Rahul Nivas 4th Crs
Near Katterguppe Watertank,
Bangalore-560085,
Karnataka.
Tel# -

Dear Chandana Br,

Sub: Letter of Offer

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

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

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

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

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



GROSS SALARY SHEET

Annexure 1

| | |
|----------------|--|
| Name | Chandana Br |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|---------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 10,200 | 1,22,400 |
| Bouquet Of Benefits # | 13,000 | 1,56,000 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,224 | 14,688 |
| Gratuity | 490 | 5,887 |
| Total of Annual Components & Retirals | 1,715 | 28,475 |
| Retention Incentive | NA | 0 |
| TOTAL GROSS | 27,415 | 3,36,875 |

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

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

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

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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

| Component Category | Monthly | Annual |
|----------------------------------|---------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Conveyance Allowance | 800 | 9,600 |
| Leave Travel Assistance | 850 | 10,200 |
| Sundry Medical Reimbursement | 500 | 6,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 6,270 | 75,240 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |



Offer: Computer Consultancy

Ref: TCSL/CT20172238740/Bangalore

Date: 10/01/2018

Ms. Chandana Br

#915,Rahul Nivas ,4th Cross 1st A Main,Bsk 3rd Phase ,3rd Block, 3rd Stage#915 Rahul Nivas 4th Cross

Near Katterguppe Watertank,

Bangalore-560085,

Karnataka.

Tel# -

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

TCS Confidential

TCSL/CT20172238740

TATA CONSULTANCY SERVICES

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

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

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

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



COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to 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 ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Conveyance Allowance

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

3. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or 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.

4. Sundry Medical Reimbursement

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



5. Personal Allowance

You will be eligible for a monthly personal allowance of of ₹6,270/- per month. This component is subject to review and may change as per TCSL's compensation policy.

6. 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 Initial Learning Programme.

CITY ALLOWANCE

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



OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹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.

TCS Confidential

TCSL/CT20172238740

4

TATA CONSULTANCY SERVICES

WYDEHI 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



Loans

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

Professional Memberships

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

RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

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

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



2. Disclaimer

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

3. Training Period

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

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

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

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

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

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



6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

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

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.



11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

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

13. TATA Code of Conduct

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

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

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



15. Retirement

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

16. Pre-employment Medical Certificate

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

17. Employment of Non Indian Citizens

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

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

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

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



*There is no disciplinary case pending against you in the university

*If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

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

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

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

21. Letter of Appointment

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

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

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



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCSL Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

| | |
|-----------------------|---|
| Name | Chandana Br |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

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

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| Food Card | 500 | 6,000 |
| Personal Allowance | 6,270 | 75,240 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |



Annexure 2

Regional Offices

| | |
|--|---|
| <p>Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601</p> | <p>Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114</p> |
| <p>Chennai Lead- Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555</p> | <p>Delhi Lead-Talent Acquisition Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735</p> |
| <p>Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222</p> | <p>Kolkata Lead-Talent Acquisition TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003</p> |
| <p>Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001</p> | <p>Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190</p> |
| <p>Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107</p> | <p>Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499</p> |



Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.



2. Retainer/Consultant's Obligations

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of Retainer/Consultant-ship, the Retainer/Consultant agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

The Retainer/Consultant agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and the Retainer/Consultant hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests the Retainer/Consultant may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.



4. Prior knowledge

The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines

The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Retainer/Consultant's Rights

The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.



9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.



#15, 3rd Main, 3rd Cross, Maruthi Nagar, Shreyas colony, JP Nagar 7th Phase - 560078

To,
The Placement Officer
REVA University
Bangalore - 560064

Date: 15th March, 2018

Respected Sir,

We are pleased to inform you that our company has successfully completed the recruitment process for the current academic year at your esteemed institution. We are happy to announce that we have identified some exceptional talent and would like to extend job offers to the selected students. The roles and the students selected against each role along with the compensation break up is as under:

I. Process Executive Role

| Sl. No | Name | Role | CTC in LPA |
|--------|---------------------|-------------------|------------|
| 1 | Abhishek B R | Process Executive | 2.8 |
| 2 | Bindu S M | Process Executive | 2.8 |
| 3 | C Sai Prathik Reddy | Process Executive | 2.8 |
| 4 | C Sumanjali | Process Executive | 2.8 |
| 5 | Hema B R | Process Executive | 2.8 |
| 6 | Kavya V | Process Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Process Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

II. Sales Trainee L & D

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------------------------|-------------------|------------|
| 1 | Pinaki Lalit Agarwal | Sales trainee-L&D | 2.4 |
| 2 | Poojarani | Sales trainee-L&D | 2.4 |
| 3 | Rohith M Nayak | Sales trainee-L&D | 2.4 |
| 4 | Shruti | Sales trainee-L&D | 2.4 |
| 5 | Siddanthi Narasimham Vikram Simha | Sales trainee-L&D | 2.4 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Sales Trainee L & D | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 144000 |
| 2 | House Rent Allowance | 57600 |
| 3 | Special Allowance | 38400 |
| 4 | Total Compensation | 240000 |

III. Verbal Trainer

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------|----------------|------------|
| 1 | J Kalyan Kumar | Verbal Trainer | 2.8 |
| 2 | Kavya Patil | Verbal Trainer | 2.8 |
| 3 | Nidhi Kumari | Verbal Trainer | 2.8 |
| 4 | Rohan Nagaraj Kora | Verbal Trainer | 2.8 |
| 5 | Saquib Shaik | Verbal Trainer | 2.8 |
| 6 | Sharada N.S | Verbal Trainer | 2.8 |
| 7 | Swathi K V | Verbal Trainer | 2.8 |
| 8 | Ankitha B C | Verbal Trainer | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Verbal Trainer | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

IV. Marketing Associate

| Sl. No | Name | Role | CTC in LPA |
|--------|-----------------------|---------------------|------------|
| 1 | Manikandan R | Marketing Associate | 2.6 |
| 2 | Manjula Venkateswarlu | Marketing Associate | 2.6 |
| 3 | Manjunath Teja N | Marketing Associate | 2.6 |
| 4 | Manoj H E | Marketing Associate | 2.6 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Marketing Associate | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 156000 |
| 2 | House Rent Allowance | 62400 |
| 3 | Special Allowance | 41600 |
| 4 | Total Compensation | 260000 |

V. Business Development Specialist

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|---------------------------------|------------|
| 1 | ANUSHA V | Business Development Specialist | 2.8 |
| 2 | Ibrahim Mohamed Omar | Business Development Specialist | 2.8 |
| 3 | KRUTHIKA M R | Business Development Specialist | 2.8 |

| Compensation Break up | | |
|-----------------------|---------------------------------|-----------------|
| Position | Business Development Specialist | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |
| | | |

VI. Training Relationship Manager

| Sl. No | Name | Role | CTC in LPA |
|--------|---------------------------------------|------------------------------|------------|
| 1 | Kiran M | Trainee Relationship Manager | 3 |
| 2 | Poornima S | Trainee Relationship Manager | 3 |
| 3 | Pradeep Kumar | Trainee Relationship Manager | 3 |
| 4 | Rahul Koudal | Trainee Relationship Manager | 3 |
| 5 | Ranjith S D | Trainee Relationship Manager | 3 |
| 6 | Alam Nikesh | Trainee Relationship Manager | 3 |
| 7 | Amulya T C | Trainee Relationship Manager | 3 |
| 8 | Chejarla Venkata Vidya Sagar Reddy | Trainee Relationship Manager | 3 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Trainee Relationship Manager | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 180000 |
| 2 | House Rent Allowance | 72000 |
| 3 | Special Allowance | 48000 |
| 4 | Total Compensation | 300000 |

VII. Branding Executive

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|--------------------|------------|
| 1 | Bandee Vamsi Krishna | Branding Executive | 2.8 |
| 2 | Bhimesh | Branding Executive | 2.8 |
| | | | |
| 4 | Kumar V | Branding Executive | 2.8 |
| 5 | Megha R | Branding Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Branding Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

We have reviewed their academic records, conducted thorough interviews, and are confident that they possess the necessary skills and qualities required to contribute to our company's success.

We will be sharing the individual offer letters for each of the selected candidates with copies marked to you.

We request you to kindly inform us about their examinations and the expected date they will be able to join our organization. We will plan their joining dates accordingly.

We would like to express our gratitude to you and your team for your cooperation and support throughout the recruitment process. It has been a pleasure working with your institution, and we hope to continue this partnership in the future.

Thank you once again for your valuable assistance.

Yours Sincerely,

For Bizotic Talent Solutions Private Limited

Ramyashree S



Ramyshree S
Head of Finance & Operations



#15, 3rd Main, 3rd Cross, Maruthi Nagar, Shreyas colony, JP Nagar 7th Phase - 560078

To,
The Placement Officer
REVA University
Bangalore - 560064

Date: 15th March, 2018

Respected Sir,

We are pleased to inform you that our company has successfully completed the recruitment process for the current academic year at your esteemed institution. We are happy to announce that we have identified some exceptional talent and would like to extend job offers to the selected students. The roles and the students selected against each role along with the compensation break up is as under:

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| Sl. No | Name | Role | CTC in LPA |
|--------|---------------------|-------------------|------------|
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| 5 | Hema B R | Process Executive | 2.8 |
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| Compensation Break up | | |
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| Position | Process Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
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| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------------------------|-------------------|------------|
| 1 | Pinaki Lalit Agarwal | Sales trainee-L&D | 2.4 |
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| 3 | Rohith M Nayak | Sales trainee-L&D | 2.4 |
| 4 | Shruti | Sales trainee-L&D | 2.4 |
| 5 | Siddanthi Narasimham Vikram Simha | Sales trainee-L&D | 2.4 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Sales Trainee L & D | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
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| 2 | House Rent Allowance | 57600 |
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III. Verbal Trainer

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------|----------------|------------|
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| 2 | Kavya Patil | Verbal Trainer | 2.8 |
| 3 | Nidhi Kumari | Verbal Trainer | 2.8 |
| 4 | Rohan Nagaraj Kora | Verbal Trainer | 2.8 |
| 5 | Saquib Shaik | Verbal Trainer | 2.8 |
| 6 | Sharada N.S | Verbal Trainer | 2.8 |
| 7 | Swathi K V | Verbal Trainer | 2.8 |
| 8 | Ankitha B C | Verbal Trainer | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Verbal Trainer | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
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| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
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| Sl. No | Name | Role | CTC in LPA |
|--------|-----------------------|---------------------|------------|
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| 2 | Manjula Venkateswarlu | Marketing Associate | 2.6 |
| 3 | Manjunath Teja N | Marketing Associate | 2.6 |
| 4 | Manoj H E | Marketing Associate | 2.6 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Marketing Associate | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 156000 |
| 2 | House Rent Allowance | 62400 |
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| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|---------------------------------|------------|
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| 2 | Ibrahim Mohamed Omar | Business Development Specialist | 2.8 |
| 3 | KRUTHIKA M R | Business Development Specialist | 2.8 |

| Compensation Break up | | |
|-----------------------|---------------------------------|-----------------|
| Position | Business Development Specialist | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
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| Sl. No | Name | Role | CTC in LPA |
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| 2 | Poornima S | Trainee Relationship Manager | 3 |
| 3 | Pradeep Kumar | Trainee Relationship Manager | 3 |
| 4 | Rahul Koudal | Trainee Relationship Manager | 3 |
| 5 | Ranjith S D | Trainee Relationship Manager | 3 |
| 6 | Alam Nikesh | Trainee Relationship Manager | 3 |
| 7 | Amulya T C | Trainee Relationship Manager | 3 |
| | | | |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Trainee Relationship Manager | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
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VII. Branding Executive

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|--------------------|------------|
| 1 | Bandee Vamsi Krishna | Branding Executive | 2.8 |
| 2 | Bhimesh | Branding Executive | 2.8 |
| 3 | Charchitha N Behura | Branding Executive | 2.8 |
| 4 | Kumar V | Branding Executive | 2.8 |
| 5 | Megha R | Branding Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Branding Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

We have reviewed their academic records, conducted thorough interviews, and are confident that they possess the necessary skills and qualities required to contribute to our company's success.

We will be sharing the individual offer letters for each of the selected candidates with copies marked to you.

We request you to kindly inform us about their examinations and the expected date they will be able to join our organization. We will plan their joining dates accordingly.

We would like to express our gratitude to you and your team for your cooperation and support throughout the recruitment process. It has been a pleasure working with your institution, and we hope to continue this partnership in the future.

Thank you once again for your valuable assistance.

Yours Sincerely,

For Bizotic Talent Solutions Private Limited

Ramyashree S



Ramyshree S
Head of Finance & Operations

ECE



June 25, 2018

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Chetan V

At IBM you can innovate breakthroughs and help make life changing impact. We are experts in nearly every technical, scientific and business field. As IBMers, we are proud to apply our expertise in countries we are citizens of; all united by a single purpose: to be essential.

We invite you to join us as a Associate System Engineer, in band 06G and experience an inclusive, collaborative and learning culture with the support of technical & business experts, mentors, leaders and colleagues worldwide. You will thrive in an environment that cultivates creativity and individuality; and; be part of projects that help make the world work better.

Talent development is strategic to IBM; and you will have access to a unique learning platform powered by IBM's Watson, IBM Cloud and IBM Bluemix to help you learn quicker, learn smarter, and help the company stay agile and top-notch.

Your letter of employment is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcome you to be a part of our team.



2017-18-97



Extramarks Education India Private Limited

D-180, Sector-63, Noida, U.P. - 201301, India

Ph. : +91-120-4175300

Date : 08-Jan-2018

Name : Chethan Giriappa Javoor

Location: Karnataka,

Address: Reva University, Kattigenahalli, Yelahanka, Bangalore-560063, Bangalore, Karnataka - 560063

Dear Chethan Giriappa Javoor, EXTRMRO8662020/14

Subject: Offer letter of employment as **Business Development Executive**.

With reference of your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company (CTC) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible as but not later than **27-Jan-2018**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

As the first step to joining, we would require you to kindly upload the following documents.

- Copies of Educational Certificates.
- Passport size photographs.
- Last payslip received from the previous employer.
- Clearance from previous employer.
- Address Proof.
- Identification Proof (PAN Card/Driving License/Voter ID/Passport Copy).
- PF documents (Form 11 & Form 2).
- Reference sheet form.
- Adherence to Anti-Corruption Policy.

The URL for the link is: <https://careers.extramarks.com/index/filldetail/refId/MjU1NjUzMjI=>

You would also need to upload a scanned copy of this letter with your acceptance. In case you need any help or have any query, do let us know.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

You agree, acknowledge and authorize the Company to carry out necessary verification, background check on you (which may be carried out by a third party) from your institution, college, previous employer etc. Should the Company receive any negative feedback during such verification, background check, the Company shall be well within its right to withdraw/terminate this offer letter (including your appointment, if made) without any legal liability on the Company.

We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead!

Sincerely,

HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before **27-Jan-2018**

Accepted

Registered Office : 506, Surya Kiran Building, 19 K.G. Marg, Connaught Place, New Delhi - 110 001.

Ph. : +91-011-40392333 / Fax : +91-011-23733114/ CIN : U80900DL2015FTC283323 / www.extramarks.com



CSE

Offer: Computer Consultancy
Ref: TCSSL/CT20172264557/Bangalore
Date: 10/01/2018

Mr. Chethan Kb
S/O Basavaraju, Veerabadra Swamy Nilaya, 4th Ward, 9th Cross,
Opp Court, Carmel Jyothi School Road, Vinayakanagara, Doddaballapur, Bangalore Rural,
Doddaballapur-561203,
Karnataka.
Tel# 91-7019280330

Dear Chethan Kb,

Sub: Letter of Offer

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

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

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

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

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

TCS Confidential
TCSSL/CT20172264557

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: Normal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

| | |
|----------------|--|
| Name | Chethan Kb |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|---------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 10,200 | 1,22,400 |
| Bouquet Of Benefits # | 13,000 | 1,56,000 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,224 | 14,688 |
| Gratuity | 490 | 5,887 |
| Total of Annual Components & Retirals | 1,715 | 28,475 |
| Retention Incentive | NA | 0 |
| TOTAL GROSS | 27,415 | 3,36,875 |

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

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

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

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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

| Component Category | Monthly | Annual |
|----------------------------------|---------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Conveyance Allowance | 800 | 9,600 |
| Leave Travel Assistance | 850 | 10,200 |
| Sundry Medical Reimbursement | 500 | 6,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 6,270 | 75,240 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |

TCS Confidential

TCSL/CT20172264557

TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, B2, EPIP, Whitefield, Bangalore 560 066 India
 Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
 Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
 TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com



05 March 2018

PRIVATE & CONFIDENTIAL

To whom it may concern,

Re: **CHETHAN N** A1922102017/04

Address: **REVA University, Rukmini Knowledge Park Kattigenahalli, Yelahanka, Bangalore 560 064 Karnataka, India.**

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

CHETHAN N is employed as a **Prod Compliance Sr. Associate** and commenced employment with Amazon on **08 March 2018**.

The above information is given in the strictest confidence and with no liability accepted by the company or any of our employees. This information should not be divulged to any third party without first seeking permission from the respective Amazon entity.

On behalf of
Amazon Development Centre (India) Private Limited

Kind Regards,

Arijit Basu
Sr. Manager, HR Operations – HR Services



Offer: Computer Consultancy
Ref: TCSL/CT20172264557/Bangalore
Date: 10/01/2018

Mr. Chethan Kb
S/O Basavaraju, Veerabadra Swamy Nilaya,4th Ward,9th Cross,
Opp Court, Carmel Jyothi School Road ,Vinayakanagara,Doddaballapur,Bangalore Rural,
Doddaballapur-561203,
Karnataka.
Tel# 91-7019280330

Dear Chethan Kb,

Sub: Letter of Offer

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

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

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

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

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

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TCSL/CT20172264557

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TATA CONSULTANCY SERVICES

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



COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to 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 ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Conveyance Allowance

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

3. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or 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.

4. Sundry Medical Reimbursement

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



5. Personal Allowance

You will be eligible for a monthly personal allowance of of ₹6,270/- per month. This component is subject to review and may change as per TCSL's compensation policy.

6. 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 Initial Learning Programme.

CITY ALLOWANCE

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



OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹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.

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TATA CONSULTANCY SERVICES

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



Loans

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

Professional Memberships

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

RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

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

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



2. Disclaimer

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

3. Training Period

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

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

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

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

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

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



6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

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

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.



11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

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

13. TATA Code of Conduct

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

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

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



15. Retirement

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

16. Pre-employment Medical Certificate

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

17. Employment of Non Indian Citizens

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

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

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

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



*There is no disciplinary case pending against you in the university

*If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

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

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

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

21. Letter of Appointment

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

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

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



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCSL Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

| | |
|-----------------------|---|
| Name | Chethan Kb |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|----------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 10,200 | 1,22,400 |
| Bouquet Of Benefits # | 13,000 | 1,56,000 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,224 | 14,688 |
| Gratuity | 490 | 5,887 |
| Total of Annual Components & Retirals | 1,715 | 28,475 |
| Retention Incentive | NA | 0 |
| TOTAL GROSS | 27,415 | 3,36,875 |

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

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

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

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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

| Component Category | Monthly | Annual |
|----------------------------------|----------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Conveyance Allowance | 800 | 9,600 |
| Leave Travel Assistance | 850 | 10,200 |
| Sundry Medical Reimbursement | 500 | 6,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 6,270 | 75,240 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |



Annexure 2

Regional Offices

| | |
|--|---|
| <p>Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601</p> | <p>Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114</p> |
| <p>Chennai Lead- Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555</p> | <p>Delhi Lead-Talent Acquisition Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735</p> |
| <p>Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222</p> | <p>Kolkata Lead-Talent Acquisition TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003</p> |
| <p>Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001</p> | <p>Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190</p> |
| <p>Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107</p> | <p>Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499</p> |



Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.



2. Retainer/Consultant's Obligations

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of Retainer/Consultant-ship, the Retainer/Consultant agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

The Retainer/Consultant agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and the Retainer/Consultant hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests the Retainer/Consultant may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.



4. Prior knowledge

The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines

The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Retainer/Consultant's Rights

The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.



9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.

Date: 13 February 2018
Name: CHIDAMBAR M
Email: chidamberm432@gmail.com

Dear Chidambar M, LIDO/BO22018/02

Congratulations!

We are pleased to offer you a position at **Quality Tutorials Pvt. Ltd. under the brand name: LIDO.** We enjoyed getting to know you, and strongly believe that you have much to contribute to our mission and growth ambitions.

The terms and conditions of your appointment are as below:

1. Designation

You will be designated as **"Trainee – Business Development"**

2. Work Place

Will be informed before joining.

3. Date of appointment

Your appointment with us is effective from the joining date mutually agreed upon when you would report on a full-time basis.

4. Salary

Your total compensation during internship would be Rs. Five Lakhs Sixty Thousand comprising of Rs. Three Lakhs Sixty Thousand as fixed and Rs. Two Lakhs as performance-based variable.

Your total compensation post internship & review would be Rs. Ten Lakhs comprising of Rs. Seven Lakhs as fixed and Rs. Three Lakhs as performance-based variable.

5. Reporting to:

You would be reporting to **Rishabh Arora**

6. Leave

The company shall notify about the leaves and declared holidays at the time of joining.

7. Other Work

Your position is whole time employment with the company and shall devote yourself exclusively to the jobs of the company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade of business during the employment with the company without permission in writing.

Registered address

206, 2nd Floor, Arun chambers,
Pandit Madan Mohan Malviya Marg,
Tardeo, Mumbai - 400034

Email ID

hr@lidolearning.com

CIN number: U74999MH2018PTC322767

Date: 31st January 2018

FORM 'A'

To,

**Chinmay S
Bangalore**

Dear Chinmay S, INTLPTSS 21072018 103

We are pleased to forward you the Offer Letter attached herein and would like to formally welcome you to the growing Intellipaat family.

We are sure that you have had sufficient opportunity to understand in detail about your job role and about the organization. We would be glad to provide you with further clarification if you need it.

You are required to report for duty at our Bangalore office. The address of our office is as follows:

Address: 1st Floor, Khykha Court-I, No.5,

1st cross, Madiwala, Hosur Road,

1st cross Rd, Bengaluru, Karanataka-560068

We are in the process of building a robust organization, wherein professionals would find full satisfaction of working in an interesting, challenging and fruitful job environment. In this connection, we are eagerly looking forward to your contributions to the Intellipaat family as a valued employee soon.

Kindly return the duplicate copy of the appointment letter, duly signed, as a token of your acceptance of the same

We look forward to a mutually beneficial and long lasting relationship with you.

Yours Truly,

For Intellipaat Software Solutions Private Limited

Anisha Goyal

Talent Acquisition Specialist

MECH

CHIRAAG V
#2037, VRS Nilaya, Abbigere Main Road,
Kammagondanahalli, Jalahalli West
Bengaluru, Karnataka, 560015
chiraaggowda88@gmail.com

7 July 2018

Dear **CHIRAAG**,

We are pleased to offer you this letter of Appointment in our Bangalore office commencing on 23 July 2018 as part of our Engineer - Trainee programme.

General Terms of Association

You will be an Engineer - Trainee at Proman Infrastructure Services Pvt Ltd (*PROMAN*) based in Bangalore and hereinafter referred to as an Associate for references in this document.

As an Engineer - Trainee your agreement period is three years effective from the date of joining which includes the training period. As explained during your interview, you will be required to sign a bond to this effect.

During this period you will receive a consolidated (all inclusive) salary of INR 18,000/- per month (INR Eighteen Thousand Only). After successful completion of the training, you will be absorbed into regular positions in various departments based on your performance. This offer is conditional upon completion of satisfactory review of past association and educational records.

Any expenses incurred by you in connection with the Company's business, with the final approval of the Managing Director, will be fully reimbursable.

Working Hours

The office works a 6 day week between Monday and Saturday. Normal office hours are 9:30 am to 6:15 pm, however you should understand that you may be required to work additional hours during the week or weekends to meet the needs of our customers. It is on this basis that you are remunerated and there is no payment for overtime.

Annual Leave Entitlement

You will be entitled to annual leave of 12 days for each completed year of service in addition to local public holidays of approximately 12 days per annum.

Medical Examination

The Company may from time to time require you to pass a medical examination conducted by a Medical Practitioner approved by the Company. The Company reserves the right to terminate this agreement should the Medical Practitioner's report indicate any significant medical conditions which in the opinion of the Company, may affect your ability to perform your duties in the present or in the future.



Offer: Computer Consultancy
Ref: TCSL/CT20172238224/Bangalore
Date: 10/01/2018

Ms. Jonna Pranavi
Flat No:502, Vs NivasRoad No:1 , Vr Colony,
Near Ayushman Hospital,
Kurnool-518001,
Andhra Pradesh.
Tel# 91-9491431077

Dear Jonna Pranavi,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **IT Infrastructure Services (ITIS)** Unit, which is subject to change as per the business requirements of TCSL.

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

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

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

TCS Confidential
TCSL/CT20172238224

1



COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to 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 ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Conveyance Allowance

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

3. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or 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.

4. Sundry Medical Reimbursement

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



5. Personal Allowance

You will be eligible for a monthly personal allowance of of ₹6,270/- per month. This component is subject to review and may change as per TCSL's compensation policy.

6. 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 Initial Learning Programme.

CITY ALLOWANCE

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



OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹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.

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TCSL/CT20172238224

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TATA CONSULTANCY SERVICES

WYDEHI 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



Loans

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

Professional Memberships

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

RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

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

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



2. Disclaimer

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

3. Training Period

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

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

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

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

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

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



6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

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

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.



11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

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

13. TATA Code of Conduct

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

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

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



15. Retirement

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

16. Pre-employment Medical Certificate

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

17. Employment of Non Indian Citizens

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

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

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

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



*There is no disciplinary case pending against you in the university

*If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

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

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

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

21. Letter of Appointment

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

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

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



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCSL Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

| | |
|-----------------------|---|
| Name | Jonna Pranavi |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|----------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 10,200 | 1,22,400 |
| Bouquet Of Benefits # | 13,000 | 1,56,000 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,224 | 14,688 |
| Gratuity | 490 | 5,887 |
| Total of Annual Components & Retirals | 1,715 | 28,475 |
| Retention Incentive | NA | 0 |
| TOTAL GROSS | 27,415 | 3,36,875 |

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

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

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

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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

| Component Category | Monthly | Annual |
|----------------------------------|----------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Conveyance Allowance | 800 | 9,600 |
| Leave Travel Assistance | 850 | 10,200 |
| Sundry Medical Reimbursement | 500 | 6,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 6,270 | 75,240 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |



Annexure 2

Regional Offices

| | |
|--|---|
| <p>Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601</p> | <p>Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114</p> |
| <p>Chennai Lead- Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555</p> | <p>Delhi Lead-Talent Acquisition Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735</p> |
| <p>Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222</p> | <p>Kolkata Lead-Talent Acquisition TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003</p> |
| <p>Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001</p> | <p>Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190</p> |
| <p>Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107</p> | <p>Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499</p> |



Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.



2. Retainer/Consultant's Obligations

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of Retainer/Consultant-ship, the Retainer/Consultant agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

The Retainer/Consultant agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and the Retainer/Consultant hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests the Retainer/Consultant may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.



4. Prior knowledge

The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines

The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Retainer/Consultant's Rights

The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.



9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.



Accounts Receivable Specialist

Process:-Fraud Prevention Team

CTC : 2.80 LPA

Role Overview

The prime responsibility of the process is to reduce Dells Exposure towards external credit card fraud rings and hence minimizing direct loss to the organization.

Educational Qualification:

- Graduates in any stream (10+2+3)

Role & Responsibilities:

- The representative is responsible for the investigation of Credit Card, Terms and/or Prepaid orders booked with Dell
- The representative will review orders and may have to work with sales, order processing, credit card processing, issuing banks, collections, Dell Financial Services, and credit analysis to establish the authenticity of these transactions
- Frequent telephonic contact with customers, financial institutions, other departments within Dell, and perpetrators of fraud will be required
- Orders are prioritized based on the highest risk associated with it through a variety of means and the investigator will be responsible for thoroughly working each order to confirm its legitimacy
- Investigator must be aggressive in identifying crime trends and eliminating losses due to fraudulent activities
- Investigator must demonstrate ability to process high volume of transactions with accuracy in a time sensitive role

Candidate requirement:

- Sound judgment and ability to make quality and quick decisions
- Should have excellent communication skills in English
- Strong attention to detail and Logical reasoning skills



QUALITY TUTORIALS PVT LTD

2017-18 - 108

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Date: 13 February 2018
Name: DEVARAJ
Email: devarajms@gmail.com

Dear Devaraj, LIDO 13 FEB 2018/17

Congratulations!

We are pleased to offer you a position at **Quality Tutorials Pvt. Ltd. under the brand name: LIDO.** We enjoyed getting to know you, and strongly believe that you have much to contribute to our mission and growth ambitions.

The terms and conditions of your appointment are as below:

1. Designation

You will be designated as **"Trainee – Business Development"**

2. Work Place

Will be informed before joining.

3. Date of appointment

Your appointment with us is effective from the joining date mutually agreed upon when you would report on a full-time basis.

4. Salary

Your total compensation during internship would be Rs. Five Lakhs Sixty Thousand comprising of Rs. Three Lakhs Sixty Thousand as fixed and Rs. Two Lakhs as performance-based variable.

Your total compensation post internship & review would be Rs. Ten Lakhs comprising of Rs. Seven Lakhs as fixed and Rs. Three Lakhs as performance-based variable.

5. Reporting to:

You would be reporting to **Rishabh Arora**

6. Leave

The company shall notify about the leaves and declared holidays at the time of joining.

7. Other Work

Your position is whole time employment with the company and shall devote yourself exclusively to the jobs of the company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade of business during the employment with the company without permission in writing.

Registered address

206, 2nd Floor, Arun chambers,
Pandit Madan Mohan Malviya Marg,
Tardeo, Mumbai - 400034

Email ID

hr@lidolearning.com

CIN number: U74999MH2018PTC32272

CTC :- 4.54

6.5 55%

CSE



DXC.technology

24 Jul, 2018

Dhanush K V

Dear Dhanush,

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

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

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

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

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

We welcome you to join us in this exciting journey.

Thanking You,
Yours Sincerely,

{{Sig1_es_:signer1:signature}}

Arun D Rao
Director - Human Resources

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



Offer: Computer Consultancy
Ref: TCSL/CT20172238378/Bangalore
Date: 10/01/2018

Ms. Divya Veerappa Shiggavi
#240/832nd Main,6th Cross,
Nittuvalli New Extension,
Davanagere-577004,
Karnataka.
Tel# -

Dear Divya Veerappa Shiggavi,

Sub: Letter of Offer

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

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

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

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

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

TCS Confidential
TCSL/CT20172238378

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COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to 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 ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Conveyance Allowance

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

3. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or 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.

4. Sundry Medical Reimbursement

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



5. Personal Allowance

You will be eligible for a monthly personal allowance of of ₹6,270/- per month. This component is subject to review and may change as per TCSL's compensation policy.

6. 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 Initial Learning Programme.

CITY ALLOWANCE

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



OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹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.

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TCSL/CT20172238378

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TATA CONSULTANCY SERVICES

WYDEHI 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



Loans

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

Professional Memberships

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

RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

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

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



2. Disclaimer

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

3. Training Period

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

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

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

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

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

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



6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

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

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.



11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

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

13. TATA Code of Conduct

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

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

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



15. Retirement

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

16. Pre-employment Medical Certificate

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

17. Employment of Non Indian Citizens

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

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

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

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



*There is no disciplinary case pending against you in the university

*If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

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

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

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

21. Letter of Appointment

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

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

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



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCSL Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

| | |
|-----------------------|---|
| Name | Divya Veerappa Shiggavi |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|----------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 10,200 | 1,22,400 |
| Bouquet Of Benefits # | 13,000 | 1,56,000 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,224 | 14,688 |
| Gratuity | 490 | 5,887 |
| Total of Annual Components & Retirals | 1,715 | 28,475 |
| Retention Incentive | NA | 0 |
| TOTAL GROSS | 27,415 | 3,36,875 |

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

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

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

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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

| Component Category | Monthly | Annual |
|----------------------------------|----------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Conveyance Allowance | 800 | 9,600 |
| Leave Travel Assistance | 850 | 10,200 |
| Sundry Medical Reimbursement | 500 | 6,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 6,270 | 75,240 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |



Annexure 2

Regional Offices

| | |
|--|---|
| <p>Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601</p> | <p>Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114</p> |
| <p>Chennai Lead- Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555</p> | <p>Delhi Lead-Talent Acquisition Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735</p> |
| <p>Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222</p> | <p>Kolkata Lead-Talent Acquisition TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003</p> |
| <p>Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001</p> | <p>Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190</p> |
| <p>Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107</p> | <p>Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499</p> |



Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.



2. Retainer/Consultant's Obligations

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of Retainer/Consultant-ship, the Retainer/Consultant agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

The Retainer/Consultant agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and the Retainer/Consultant hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests the Retainer/Consultant may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.



4. Prior knowledge

The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines

The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Retainer/Consultant's Rights

The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.



9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.



CSE

Offer: Computer Consultancy
Ref: TCSL/CT20172238378/Bangalore
Date: 10/01/2018

Ms. Divya Veerappa Shiggavi
#240/832nd Main,6th Cross,
Nittuvalli New Extension,
Davanagere-577004,
Karnataka.
Tel# -

Dear Divya Veerappa Shiggavi,

Sub: Letter of Offer

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

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

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

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

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



GROSS SALARY SHEET

Annexure 1

| | |
|----------------|--|
| Name | Divya Veerappa Shiggavi |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

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| Component Category | Monthly | Annual |
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| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |

TCS Confidential

TCSL/CT20172238378

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

| Start time | Completion time | Email | Name |
|------------------|------------------|-----------|------|
| 6/29/18 16:40:22 | 6/29/18 16:41:42 | anonymous | |
| 6/29/18 16:41:31 | 6/29/18 16:42:59 | anonymous | |
| 6/29/18 16:42:00 | 6/29/18 16:43:04 | anonymous | |
| 6/29/18 16:43:05 | 6/29/18 16:45:49 | anonymous | |
| 6/29/18 16:45:37 | 6/29/18 16:46:48 | anonymous | |
| 6/29/18 16:42:10 | 6/29/18 16:48:16 | anonymous | |
| 6/29/18 16:45:21 | 6/29/18 16:48:32 | anonymous | |
| 6/29/18 16:48:21 | 6/29/18 16:49:21 | anonymous | |
| 6/29/18 16:49:13 | 6/29/18 16:50:40 | anonymous | |
| 6/29/18 16:51:08 | 6/29/18 16:52:02 | anonymous | |
| 6/29/18 16:53:30 | 6/29/18 16:55:31 | anonymous | |
| 6/29/18 16:53:19 | 6/29/18 16:55:44 | anonymous | |
| 6/29/18 16:54:02 | 6/29/18 16:57:59 | anonymous | |
| 6/29/18 17:06:08 | 6/29/18 17:07:09 | anonymous | |
| 6/29/18 17:18:17 | 6/29/18 17:20:08 | anonymous | |
| 6/29/18 17:30:43 | 6/29/18 17:31:53 | anonymous | |
| 6/29/18 17:23:36 | 6/29/18 17:37:23 | anonymous | |
| 6/29/18 17:39:10 | 6/29/18 17:46:44 | anonymous | |
| 6/29/18 18:01:18 | 6/29/18 18:02:21 | anonymous | |
| 6/29/18 18:31:28 | 6/29/18 18:33:07 | anonymous | |
| 6/29/18 18:33:22 | 6/29/18 18:34:22 | anonymous | |
| 6/29/18 18:41:12 | 6/29/18 18:42:35 | anonymous | |
| 6/29/18 19:21:53 | 6/29/18 19:23:05 | anonymous | |
| 6/29/18 19:37:00 | 6/29/18 19:40:53 | anonymous | |
| 6/29/18 19:56:23 | 6/29/18 19:59:18 | anonymous | |
| 6/29/18 19:59:04 | 6/29/18 20:08:55 | anonymous | |
| 6/29/18 20:27:18 | 6/29/18 21:14:27 | anonymous | |
| 6/29/18 21:47:36 | 6/29/18 21:49:47 | anonymous | |
| 6/29/18 22:30:22 | 6/29/18 22:44:29 | anonymous | |
| 6/29/18 23:19:02 | 6/29/18 23:20:21 | anonymous | |
| 6/30/18 12:41:28 | 6/30/18 12:44:12 | anonymous | |
| 6/30/18 13:22:16 | 6/30/18 13:24:28 | anonymous | |
| 6/30/18 13:49:33 | 6/30/18 13:51:30 | anonymous | |
| 6/30/18 14:36:13 | 6/30/18 14:38:24 | anonymous | |
| 6/30/18 14:50:05 | 6/30/18 14:51:42 | anonymous | |

| SRN | Name2 | Branch | Phone/No |
|----------|------------------------|--------------------------|------------|
| R17MVE05 | Feroz Ahmed Choudhary | VLSI | 7875256765 |
| R17MCE12 | Kiran Warad | Structural Engineering | 8277047477 |
| R17MVE14 | Naik Amay Shiva | VLSI | 8390578759 |
| R17MVE06 | Deepa M K | VLSI | 9945447604 |
| R17MVE03 | Bathini poornima | VLSI | 7670843322 |
| R17MDC03 | GOURISH MALAGE | DECC | 8197449154 |
| R17MDN07 | Pooja MG | DCN | 9620502908 |
| R17MDC03 | GOURISH MALAGE | DECC | 8197449154 |
| R17MCE18 | Mohammed Umer | Structural Engineering | 8660031062 |
| R17MCE18 | Mohammed Umer | Structural Engineering | 8792951504 |
| R17MVE17 | Reshmi RJ | VLSI | 7358334953 |
| R17MCS09 | Nitya Sree . P | CSE | 7022584199 |
| R17MDC03 | GOURISH MALAGE | DECC | 8197449154 |
| R17MDC10 | Mir Abdul Samim Ansari | DECC | 7348908890 |
| R17MVE02 | Archana N G | VLSI | 9902379454 |
| R17MCS06 | MENAKARANI R | CSE | 9980871075 |
| R17MDC01 | Arunkumar. E | DECC | 9008975610 |
| R17MDC04 | Lavanya D N | DECC | 8553580403 |
| R17MDC08 | Shwetha S Patil | DECC | 9535512780 |
| R17MTE08 | Brunda. A | Transportation Engineeri | 9591270373 |
| R17MTE08 | Brunda. A | Transportation Engineeri | 9591270373 |
| R17MTE10 | G BHARATH REDDY | Transportation Engineeri | 8500666622 |
| R17MCS16 | Sushmitha S | CSE | 8904623907 |
| R17MTE09 | Ch Indra Pradeep Varma | Transportation Engineeri | 8688475283 |
| R17MCS08 | NETHRA B R | CSE | 9844013349 |
| R17MTE23 | PREMLATHA K NAIDU | Transportation Engineeri | 8296595802 |
| R17mdc09 | Manasa | DECC | 8197957610 |
| R17MPE04 | VIDYASHRI A BHOSALE | Advanced Power Electro | 8792374484 |
| R17MTE06 | SRIKANTH BANDEPALLI | Transportation Engineeri | 9700300014 |
| R17MTE15 | KUMAR AVINASH | Transportation Engineeri | 9304675508 |
| R17MPE03 | NANDEESH.M | Advanced Power Electro | 9632544537 |
| R17mve07 | Disha Gaude | VLSI | 8698032858 |
| R17MDC06 | Pooja | DECC | 8105863763 |
| R17MDC11 | Farheen Shaik | DECC | 7032434657 |
| R17MDC07 | Rashmi G O | DECC | 9902723804 |

| Email ID | 10% | 12% | UG% |
|-------------------------|--------|-------------|--------|
| ferozer3@gmail.com | 60 | 75.03 | 65 |
| kiran110295@gmail.com | 89 | 78 | 73 |
| naikamay12@gmail.com | 81 | 71 | 71 |
| deepavanajakshi@gmail | 83.04 | 55 | 66 |
| poornimaroyal1995@gr | 86% | 93% | 82% |
| gourishmalage@gmail.cc | 77.28 | 76.5 | 62.77 |
| poojamg754@gmail.com | 65.76% | 71.77% | 60.82% |
| gourishmalage@gmail.cc | 77.28 | 76.5 | 62.77 |
| mohamedd.umer@gmai | 81 | 62 | 51 |
| mohamedd.umer@gmai | 81 | 62 | 51 |
| reshuachu26@gmail.con | 50 | 80% diploma | 7.11 |
| nityasree.p27@gmail.co | 78.72 | 69.5 | 64.62 |
| gourishmalage@gmail.c | 77.28 | 76.5 | 62.77 |
| Samimnakhwan@gmail. | None | 87 | 60 |
| archanang25@gmail.con | 84% | 56.46% | 63.46 |
| menakaraniram@gmail. | 67.14 | 68.41 | 70.46 |
| arunkumar3234@gmail. | 86.08 | 68 dip | 60 |
| lavanyadn10@gmail.con | 68 | 69.60 | 56.22 |
| shwethapatil91@gmail. | 67.4 | 74 | 7.79 |
| brundareddy1994aa@gn | 86.5 | 60.5 | 71 |
| brundareddy1994aa@gn | 86.5 | 60.5 | 71 |
| gangireddy93@gmail.co | 65 | 64.6 | 59.6 |
| sushmithasgowda17@gr | 80% | 62.33% | 59.88% |
| pradeepvarma454@gma | 68 | 82 | 63 |
| nethra0909@gmail.com | 89.92 | 65.16 | 62.17 |
| premalatanaidu@gmail. | 73.76 | 69.83 | 75.53 |
| manasarajanna.moni@g | 74.24% | 57.5% | 59% |
| vidyashri.bhosale@gmai | 81.6 | 69.22 | 61.64 |
| chinni.srikanth57@gmail | 53.9% | 54% | 58.9% |
| meaviiinash@gmail.com | 65 | 65 | 52 |
| nandi9632544@gmail.c | 65.6 | 56.8 | 59.18 |
| dishagaude@gmail.com | 83% | 70% | 69% |
| mahalingpooja@gmail.c | 75.2 | 63.5 | 56.95 |
| farheen406@hotmail.co | 82% | 85% | 71% |
| rashmi87onkar@gmail.c | 55% | 48% | 54% |

PG CGPA

8.5

9

9

8.0

9.8

9.0

9

9.0

6.8

6.8

8.2

86.25

9.0

8.5

7.8

9.5

8.67

8.67

8.9

9.4

9.4

8.4

8.5

8.2

9.33

9.6

1sem-8.17 &2sem 6.92

9

84%

8.7

8.3

9.0

9.0

8.8

9

Date – September 19, 2017

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block,
Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-49139999
[http://www-
07.ibm.com/in/careers/](http://www-07.ibm.com/in/careers/)

Dear Eesha Uravakonda,

Congratulations!

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

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

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

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

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

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

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

Sincerely,



Rohit K Vohra
Recruitment Leader
India/SA

ECE

Date - September 19, 2017

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block,
Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Eesha Uravakonda,

Congratulations!

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

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

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

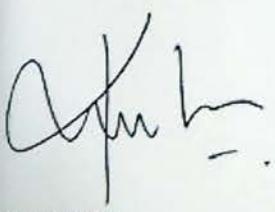
The Expression of Interest shall remain valid until the earlier of date of the Formal Offer Letter or nine months hereinafter.

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

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

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

Sincerely,



Rohit K Vohra
Recruitment Leader
India/SA

College/Institute Name: REVA

UNIVERSITY

Date: 11-JAN-2018

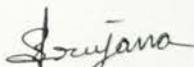
Subject: Expression of Interest - Campus

Dear G.K. SRUSANA PRIYA YADAV

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of <REP-OPERATIONS> provided you successfully complete your graduation and fulfill other requirements. This letter is intended only as an overview of the potential offer from **Concentrix Daksh Services India Private Limited** (hereinafter, 'Concentrix'/'Company'). The detailed terms and conditions of employment will be contained in an Appointment letter (if any), which may be issued by the Company and may contain additional provisions to those herein.

1. Your initial place of work shall be at the company's discretion and can be at any Concentrix locations.
2. You will be required to bring the following documents at the time of joining: (i) the Original copy of this letter; (ii) the Originals and 2 set of photocopies of the documents mentioned in Mandatory Document Checklist.
3. This Expression of Interest shall remain valid for a period of 30 days from the date of your Final Examination. Considering the candidature beyond the 30 day period would be as per the requirement in the organization.

On submission of the above-mentioned documents, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining. If any information furnished by you in your application or during the selection process is found to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may withdraw this expression of interest without any notice. We encourage you to contact us at campusplacements@concentrix.com at least a week prior to your coming to our office.


Signature of Candidate

CNX/REC/ART/AGHR/EOI/4.0

Concentrix Daksh Services India Private Limited

DLF SEZ, Building No. 14, Tower-C, 17th Floor, DLF Cyber City, DLF Phase-2, Gurgaon - 122 002, India

91 124 463 5100 • 91 124 426 3311 (fax)

Registered Address: R Cube, Suite Nos - 06 & 07, Lower Ground Floor Level, Shivaji Stadium Metro Station,

Airport Express Line, New Delhi - 110001, India

91 11 4701 6288

REF#GL/11/35/2017

Dear G Nandha Seshan,

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

We are delighted to offer you the position of **Trainee Software Engineer, Engineering Band X, TE00** at GlobalLogic India Limited (hereinafter "**GlobalLogic**" or "**Company**"). You will be based in and work from **Bangalore** however, based on the position's requirements; you may be required to work anywhere in India or abroad. Your joining date would be **5th July 2018**. Your detailed salary structure is attached as per Annexure.

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

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

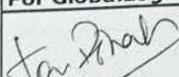
Confidential/Ver 1.0



GLDS-FM-PD-060

REFRGL/11/35/2017

Annexure 1

| Salary Structure | |
|---|----------------|
| Name : G Nandha Seshan | |
| Designation: Trainee Software Engineer, Engineering | |
| Band: X | Grade: TE00 |
| WEF: 5th July 2018 | |
| Location : Bangalore | |
| Section A - Gross Fixed Salary Break Up | |
| Monthly Components (In Rs.) | |
| Basic | 17,917 |
| House Rent Allowance | 8,958 |
| Conveyance Allowance | 1,600 |
| Medical Reimbursement # | - |
| Mobile Reimbursement* | - |
| Broadband/Internet Reimbursement* | - |
| Meal Vouchers** | 1,800 |
| Statutory Bonus(As per Payment of Bonus (Amendment) Act, 2015) | 2,509 |
| Special Allowance | 34,034 |
| Total Monthly (A) | 408,404 |
| Total Monthly Annualised (B) | |
| Annual Components (In Rs.) | |
| LTA* | 0 |
| Provident Fund (As per the PF Act 1952) | 21,600 |
| National Pension Scheme~ | 0 |
| Total Annualised (C) | 21,600 |
| Total Fixed Annual Gross Salary (B + C) | 430,004 |
| Section B - Additional Benefits | |
| Retirals & Health Benefits (Annualized Amount) | 10,337 |
| Gratuity | 12,116 |
| Mediclaim Insurance of Rs. 3 Lacs | 22,453 |
| Total of Section B | 452,457 |
| Total CTC (Section A + B) | |
| <i>In addition to Mediclaim, employee will be covered under below additional benefits -</i> | |
| 1. Group Term Life Insurance worth Rs. 10 Lacs | |
| 2. Group Personal Accident Insurance worth Rs. 2.5 Lacs | |
| * On declaration and subject to bills. | |
| ** Against Declaration & meal coupons issued upon completion of the month. | |
| # Against bills | |
| ~ NPS can be availed max upto 10% of basic. Amount less than 10% of basic will be rounded off to nearest 100 value | |
| For GlobalLogic India Limited | |
|  Arun Singh Director - People Development | |

Confidential/Ver 1.0

CSE

1st December 2017

COVERING LETTER

To,

Ms. G P Lavanya
No. 49, Prakruthi layout,
Near Ooty Convent, Attur Main Road,
Ananthapura, Yelahanka, Bangalore,
Karnataka, PIN: 560064

Dear G P Lavanya,

We are pleased to forward your Appointment Letter and would like to formally welcome you to join the growing family of **Valtech India Systems Private Limited** (hereinafter referred to as Company, where the context so requires).

We are sure that you have had opportunities to understand in detail your job, the organization, etc. We would be glad to provide any further clarification, if any.

You are required to report for duty at our Bangalore Office. The address and contact number is as follows:

Address: **Valtech India Systems Private Ltd.**
30/A, 1st Main Road, Industrial Suburb,
3rd Phase, JP Nagar, Bangalore 560 068.
Ph: 080 - 2607 9999

We are in the process of building an Organization, where professionals would find full satisfaction of a challenging job and an interesting working environment. In this connection, we welcome your contributions too.

Kindly return the duplicate copy of the Appointment letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial long association with you.

Yours truly,
For **Valtech India Systems Private Limited**,

Ramachandra Kodi
Head - Human Relations

ANNEXURE - B

SALARY BREAK UP

| COMPONENTS | Per Month (INR) | Per Annum (INR) |
|--|-----------------|-----------------|
| Total Base Salary (A+B) | 23,379 | 2,80,549 |
| A.Total Fixed Salary | 16,529 | 1,98,346 |
| A1. Basic | 10,521 | 1,26,247 |
| A2. HRA | 4,208 | 50,499 |
| A3. Provident Fund (Employer Contribution) | 1,800 | 21,600 |
| B.Total Flexible Pay | 6,850 | 82,203 |
| C. Medical Insurance Premium* | | 5,295 |
| D. Gratuity | | 6,070 |
| E. Statutory Bonus | | 16,800 |
| Total Annual Cost To Company (CTC) (A+B+C+D+E) | | 3,08,714 |

| Flexible Pay Upper Limits | | |
|--|-----------|-----------|
| COMPONENTS | Per Month | Per Annum |
| B1. Medical | 1,250 | 15,000 |
| B2. Telephone | 3,000 | 36,000 |
| B3. Training | 2,500 | 30,000 |
| B4. Children's Education Allowance | 200 | 2,400 |
| B5(a). Conveyance Allowance | 1,600 | 19,200 |
| B5(b). Fuel Charges (4W) (upto 1.6L CC) | 1,800 | 21,600 |
| B5(c). Fuel Charges (4W) (more than 1.6L CC) | 2,400 | 28,800 |
| B6. LTA | 5,000 | 60,000 |
| Total Flexi Limits | 14,350 | 1,72,200 |

Flexible Pay Salient Features:

- Flexible Pay is a part of your salary.
- Flexible Pay would be paid to you subject to the Upper Limits, if you Declare and Claim the same, along with relevant supporting documents, as per stipulated process. Such amount would not attract tax.
- If you do not Declare for Flexible Pay, your eligible Flexible Pay amount will be taxed and paid to you along with Monthly Salary.
- If you Declare and then do not Claim your Flexible Pay, the said Flexible Pay amount will be taxed and paid to you at the end of the financial year.

1st December 2017

COVERING LETTER

To,

Ms. G P Lavanya
No. 49, Prakruthi layout,
Near Ooty Convent, Attur Main Road,
Ananthapura, Yelahanka, Bangalore,
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30/A, 1st Main Road, Industrial Suburb,
3rd Phase, JP Nagar, Bangalore 560 068.
Ph: 080 – 2607 9999

We are in the process of building an Organization, where professionals would find full satisfaction of a challenging job and an interesting working environment. In this connection, we welcome your contributions too.

Kindly return the duplicate copy of the Appointment letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial long association with you.

Yours truly,
For **Valtech India Systems Private Limited,**

Ramachandra Kodi
Head - Human Relations

Appointment Letter

Dear G P Lavanya,

Pursuant to the interview you had with us and based on the representations made by you, we are pleased to appoint you on the following terms and conditions:

1. Designation:

Your designation will be “Associate Software Engineer”

2. Compensation & Benefits:

2 (a) The Compensation & Benefits applicable to you is personal and should be treated as Confidential. This is not to be discussed or divulged to anybody else other than for statutory purposes.

2 (b) Your **Total Annual Cost To Company** (CTC) will be **Rs.3,08,714/-** (Rupees Three Lakhs, Eight Thousand, Seven Hundred & Fourteen Only.)

2 (c) Your **Annual Base Salary** will be **Rs.2,80,549/-** (Rupees Two Lakhs, Eighty Thousand, Five Hundred & Forty Nine Only.)per annum. The Annual Base Salary consists of Fixed and Flexible Components. Kindly refer Annexure B for more details.

2 (d) **Statutory Bonus:** In addition to your Annual Base Salary, you would be eligible to receive Statutory Bonus at the rate of Rs.16,800/- (Rupees Sixteen Thousand Eight Hundred Only) per annum, which would be prorated, and paid to you as per the provisions of the Payment of Bonus Act.

Further, to be eligible for this payment, you are required to be on the rolls of the Company, without any notice of resignation. Payments would be made in the subsequent payroll processing.

2 (i) Your compensation will be reviewed after the completion of a minimum period of 12 months from the date of your joining, as per the Compensation revision practices of the Company.

2 (j) Provident Fund Contribution- An amount equivalent to the Employer’s contribution to PF would be deducted from your Gross Salary and credited to your PF account, which is a Social Security benefit. Provident Fund Contribution is governed by The Employees Provident Funds and Miscellaneous Provisions Act 1952.

2 (k) Gratuity- You would be eligible for Gratuity as per the provisions of “The Payment of Gratuity Act-1972”.

2 (l) Your Salary components, Variable Pay, Incentives, Bonus and any other statutory / non-statutory benefits will be governed by company’s policies / procedures, taxation rules & policies and statutory guidelines that are applicable from time to time.

3 Effective Date of joining:

You are requested to report for duty on or before **16th July 2018**. Your appointment will come into effect from your date of joining.

4 Documents to be Submitted :

You are required to submit Documents stated in Annexure A on your date of joining.

5 Probation / Confirmation:

Your employment will be subject to a probationary period of 06 (Six) Months with effect from the date of your joining the Company. At the end of the duration of 06 months from the date of start of your employment in the Company, your services in the Company would be deemed to be confirmed, unless you are specifically informed otherwise. Please note, your performance will be evaluated during your Probation Period.

6 Notice Period:

The contract of employment is terminable by either party by giving 02 (Two) Months' notice in writing. Either party is not bound to give any reason thereof. The Company reserves the right to pay or recover salary in lieu of notice period or to relieve you before the expiry of the notice period. All Payment and recoveries made under this clause will be based on the Gross salary. In the event of any breach in the terms and condition stated in the Services Conditions and/ or Non-Disclosure Agreement or any act amounting to misconduct, your services are liable to be terminated without any notice or payment in lieu.

7 Separation

You are required to return / handover all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects or records, etc. belonging to the Company or relating to its business to the Company on the date of your relieving and shall not make or retain any copies of these items. You are also required to return to the Company all the assets given to you for official and/or personal use as per the various policies/schemes applicable to you as a part of your Compensation & Benefits. This would not apply to those assets or items, which are obligatory for you to buy under the concerned schemes. Employees are required to complete the Exit formalities & duly sign the 'No Dues' form on their last working date. In the event of not signing the 'No Dues', any claim made thereafter, pertaining to discrepancies in attendance, leave balance, shortfall in notice period, full & final settlement, etc, will be deemed as null & void.

8 Retirement

You will retire in the normal course from the services of the company on attaining the age of superannuation, which is, on the end of the month following your 58th birthday.

9 Leave(s) / Holidays

Valtech offers comprehensive benefits upon joining the Company. You are eligible for 21 (Twenty-one) working days of paid leave (all types of leave included), per calendar year. Your leave would be credited to you on pro-rata basis. Apart from this, you are also eligible for 10 (Ten) Holidays (National Holidays and Festival Holidays), on specific dates, as declared by the Company, per calendar year. In addition, eligible employees can avail Maternity and Paternity leave, separately, as per Company policy.

10 Service Conditions

Your services will also be governed by additional terms and conditions as explained in the Service Conditions attached herewith. The terms and conditions are subject to statutory requirements and Company Policies.

Please sign a copy of this letter and other attached documents in acceptance of the above terms and conditions as also the additional Service Conditions.

Yours truly,
for **Valtech India Systems Private Limited**

Ramachandra Kodi
Head – Human Relations

Encl.:

1. Service Conditions
2. Confidentiality Agreement

Acceptance:

I, agree to accept the terms and conditions mentioned above and also as in the Service Conditions document attached to this letter.

Name: G P Lavanya
Place: Bangalore

Signature: -----
Date:

SERVICE CONDITIONS

Your appointment is subject to the following additional terms and conditions:

1. Your position is a whole time employment with the Company and you shall devote yourself exclusively to the business of the Company. You will not take any other work for remuneration [part-time or otherwise] or work on advisory capacity or be interested directly or indirectly [except as share or debenture holder] in any other trade or business during the employment with the Company. The authorized person should approve, in writing, any honorary professional engagement outside the work with the company.
2. The Company reserves the right to re-designate the Employees and allocate suitable responsibilities from time to time. The Company is not bound to give any reason thereof.
3. Your services are liable to be transferred in such capacity as the Company may from time to time determine or to any other location, department, establishment or Associate Company or Group Company. In such case, you will be governed by the terms and conditions of service as applicable to the new assignment. Such transfer could be to any location in India or any other country.
4. Company reserves the right to send you for training within or outside India, and in such event when you travel abroad for transition/knowledge/process transfer, you shall have to execute certain agreement (s) /documentation(s) as the Company may require from you. In view of the fact that the Company shall be making arrangements and making considerable expenditure for making specialized training available, the Company shall insist that the said agreement(s)/ documentation(s) be executed.
5. You shall agree that the following expenses, if committed during the recruitment process and incurred by the Company at the time of joining and thereafter, shall be remitted back to the company should you resign from the Company before 01(One) year from the date of your Joining.
 - a) Relocation/transportation to the place of posting from existing locations
 - b) Payment made in lieu of your loss of salary because of joining Valtech India Systems Private Ltd early, or any other payment made like above.
6. In case if you desire to resign from the Company before the said period of (One) year from the date of your joining, you hereby authorize the Company to deduct aforesaid expenses from all money due to you. Besides this you shall forthwith pay the shortfall to the Company.
7. During your employment with the Company, you will be governed by the Policies, Service Rules, and Regulations.
8. You are expected to perform effectively to ensure results and you will be expected to work extra hours to achieve this whenever the job so requires.
9. You may be required to undertake travel on Company work either within India or outside and you will be reimbursed travel expenses as per the Company Policy.

10. The Company has evolved a Confidentiality Agreement to protect the rights of the employee and also that of the Company while dealing with confidential information, documents, etc. The said Confidentiality Agreement forms part of the Service Conditions applicable to employees of your category. You are required to read, understand and sign the enclosed Confidentiality Agreement in acknowledgement of your acceptance of the conditions therein.

11. If you conceive of/invent/discover/improve on any new or advanced or current methods of improving processes/formulae/systems in relation to the operation of the Company or its affiliates or Customers, such developments, discoveries or inventions will be fully communicated to the Company and remain the sole right/property of the Company.

12. If any transaction with the Company involves conflict between your personal interest and the interest of the Company in dealings with suppliers, customers, and any other organization or individuals doing or seeking to do business with the Company, you are required to inform the Company in writing about the nature of such conflict of interest so that the Company could protect its right and address the transaction suitably.

13. During the term of your employment with the Company, if you are found to have willfully suppressed the information on being deported from any country / convicted by the court of law for any offence in India or outside India, or anytime such fact is brought to our information, in such case, your services are liable to be terminated without any notice and the Company reserves the right to recover all the Expenses incurred towards your travel including and not limited to VISA processing.

14. This offer is purely based on the information / documents provided by you and by accepting the offer, you specifically authorize the Company or any external agency of Valtech India Systems Private Ltd. to verify your educational, employment antecedents, your conduct and any other background checks prior to your joining the Company or thereafter. You shall extend your co-operation (if asked for) during such verification without any protest or demur. If any declaration given or information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, in such case, without prejudice to any other rights the Company may have against you, your services are liable to be terminated without any notice.

15. In the event of indiscipline or unsocial behavior or for actions that are detrimental to the Company, without prejudice to other rights the Company may have against you, your services are liable to be terminated without any notice.

16. (a) You undertake that you shall not join/do business with any of the Companies, Firms or Organizations or entity or person with whom you have had material dealings during the course of employment with us. This shall be applicable for a period of 24 Months after the cessation of your employment with the Company for any reason whatsoever.

(b) Upon termination of your employment with our Company for any reason, irrespective of the nature of termination of your employment, you agree that you shall not for a period of 24 months from the date of ceasing to be an employee, whether on your own account, either personally or by your agent, or on behalf of any other reason, directly or indirectly: Induce, procure or endeavor to induce any person who is an employee, agent, customer or consultant of the Company to leave the service of, or cease to provide service to our Company or solicit the employment of, or directly or indirectly employ, engage or hire as an employee or consultant any employee of the Company or assist or be instrumental in soliciting any employee of the Company.

(c) It may be noted that the Company reserves its rights to approach the Court of appropriate jurisdiction to seek injunction, restraint orders or other prohibitory relief against you with a view to restrain you from committing breach of 16(a) and 16(b) above.

(d) For the above purpose i.e., 16(a) and 16(b) Competitor / Competition means any Company, Firm Organization, entity or person who is engaged or intends to engage in one or more of the same or similar business activity as that of the Company.

17. You shall (A) maintain confidentiality of all information that you may have access to during the course of your employment and (B) abide by the Company Confidentiality / Non-Disclosure agreement

18. Your breach or non-compliance of 17 (A) and (B) will be a source of great loss to the Company and the extent of loss is not easy to assess. In this light the Company reserves the right to initiate appropriate legal action.

Any dispute arising pertaining to this Employment Agreement is subject to the jurisdiction of the Courts in Bangalore.

I, have read, understood and agree to abide by the above-mentioned Service Conditions applicable to employees of my category. I hereby voluntarily affix my signature below in confirmation of the acceptance of all the terms and conditions of my employment including the above Service Conditions.

Name: G P Lavanya
Place: Bangalore

Signature: -----
Date:

ANNEXURE – A

- Scanned copy (of original) of the below documents, as applicable, to be sent via email to the concerned member of the Recruitment Team, within one week of receiving the offer.
- Original & Photocopy of the below documents, as applicable, to be produced at the time of joining the Company. Original documents will be returned immediately, after verification.

| Category | List of documents |
|--|--|
| Proof of Income Tax related Identification (Mandatory) | ➤ PAN card |
| Proof of Identity (any one) | <ul style="list-style-type: none"> ➤ Valid Indian Passport ➤ Voters Identity Card ➤ Driving License ➤ Bank pass book with attested customer photograph and signature. ➤ Aadhaar Card |
| Proof of Age (any one) | <ul style="list-style-type: none"> ➤ Birth Certificate ➤ Marks Sheet or passed Certificate - Matriculation |
| Residential Proof (any one) | <ul style="list-style-type: none"> ➤ Valid Indian passport (valid only if the address on passport is same as per the communication address) ➤ Latest Telephone Bill not older than 3 months ➤ Latest Gas connection bill showing consumption and complete address ➤ Latest Electricity Bill (with complete address of the account holder) - not older than 3 months ➤ Ration Card. ➤ Notarised registered rent agreement with latest electricity bill issued to landlord |
| Education Proof (all Documents are Mandatory) | <ul style="list-style-type: none"> ➤ 10th Marks Sheet & Certificate ➤ 12th Marks Sheet & Certificate ➤ Highest Degree Marks Sheet & Certificate ➤ Certificates of the any additional course(s) |
| Employment Proof (all Documents are Mandatory) | <p>For all past employment</p> <ul style="list-style-type: none"> ➤ Appointment Letters/Offer Letter, ➤ Relieving Letters, ➤ Experience / Service Certificate, |
| Other Documents (all Documents are Mandatory) | <ul style="list-style-type: none"> ➤ Photographs: 8 Passport Size [White Background] + Soft copy of the same ➤ Blood Group Certificate ➤ Hardcopy of the Resume |

ANNEXURE – B

SALARY BREAK UP

| COMPONENTS | Per Month (INR) | Per Annum (INR) |
|--|-----------------|-----------------|
| Total Base Salary (A+B) | 23,379 | 2,80,549 |
| A.Total Fixed Salary | 16,529 | 1,98,346 |
| A1. Basic | 10,521 | 1,26,247 |
| A2. HRA | 4,208 | 50,499 |
| A3. Provident Fund (Employer Contribution) | 1,800 | 21,600 |
| B.Total Flexible Pay | 6,850 | 82,203 |
| C. Medical Insurance Premium* | | 5,295 |
| D. Gratuity | | 6,070 |
| E. Statutory Bonus | | 16,800 |
| Total Annual Cost To Company (CTC) (A+B+C+D+E) | | 3,08,714 |

| Flexible Pay Upper Limits | | |
|--|-----------|-----------|
| COMPONENTS | Per Month | Per Annum |
| B1. Medical | 1,250 | 15,000 |
| B2. Telephone | 3,000 | 36,000 |
| B3. Training | 2,500 | 30,000 |
| B4. Children's Education Allowance | 200 | 2,400 |
| B5(a). Conveyance Allowance | 1,600 | 19,200 |
| B5(b). Fuel Charges (4W) (upto 1.6L CC) | 1,800 | 21,600 |
| B5(c). Fuel Charges (4W) (more than 1.6L CC) | 2,400 | 28,800 |
| B6. LTA | 5,000 | 60,000 |
| Total Flexi Limits | 14,350 | 1,72,200 |

Flexible Pay Salient Features:

- *Flexible Pay is a part of your salary.*
- *Flexible Pay would be paid to you subject to the Upper Limits, if you Declare and Claim the same, along with relevant supporting documents, as per stipulated process. Such amount would not attract tax.*
- *If you do not Declare for Flexible Pay, your eligible Flexible Pay amount will be taxed and paid to you along with Monthly Salary.*
- *If you Declare and then do not Claim your Flexible Pay, the said Flexible Pay amount will be taxed and paid to you at the end of the financial year.*

Notes:

- The 'Total Flexible Pay' mentioned above in the Salary Structure is as per the upper limits of the Flexible Pay. The Income Tax exemption on B5 is calculated based on **the option (any One) you choose:-** i.e. (5 a) Conveyance Allowance **or** (5 b) Fuel Charges (4W) (upto 1.6L CC) **or** (5 c) Fuel Charges (4W) (more than 1.6L CC).
- Flexible Pay (with respect to Telephone reimbursement, Training reimbursement) is exempted from Income Tax, if reimbursed on actual expenditure incurred by an Employee. To claim the tax exemption, an Employee needs to produce adequate supporting documents with regard to actual expenditure incurred. Unclaimed Flexible Pay amount (if any) would be paid after relevant tax deductions at the end of the financial year or as requested by an Employee, which will be paid along with the salary for the respective month.
- With respect to Leave Travel Allowance (LTA), if an Employee needs to claim tax exemptions from Income tax, then they would need to comply with the Income tax Act along with its rules. Unclaimed LTA amount (if any) would be paid to them after relevant tax deductions at the end of the financial year or as requested by an Employee, along with the salary payable for the respective month.
- All claims pertaining to Flexible Pay needs to be made to Finance Department in the required Form, on or before 15th day of a Month.
- If the Associate does not wish to declare to claim the Flexible pay, the said Flexible amount will be added to the Executive Allowance which is part of the Fixed Salary and the same would be taxed and paid along with monthly salary.
- Gratuity is applicable as per the provisions of the 'The Payment of Gratuity Act-1972'
- Medical Insurance Premium* : You will be eligible for Valtech Group Mediclaim Insurance scheme under which yourself, family and parents are covered for Rs.2,00,000/- for Mediclaim; Yourself covered for Rs.20,00,000/- under Accident Insurance and Rs.5,00,000/- under Group Term Life Insurance. Coverage under Group Mediclaim Insurance scheme is optional to employees.

Yours truly,
for **Valtech India Systems Private Limited**

Ramachandra Kodi
Head - Human Relations

Place: Bangalore
Date:

Name: G P Lavanya
Date:

Signature:

2017-18 → 83



Extramarks Education India Private Limited
 D-180, Sector-63, Noida, U.P. - 201301, India
 Ph. : +91-120-4175300

Date : 08-Jan-2018
Name : Gagan Kumar Tomar
Location: Karnataka,
Address: Reva University, Kattigenahalli, Yelahanka, Bangalore-560063, Bangalore, Karnataka - 560063

Dear Gagan Kumar Tomar, EXTRA 08 01 2020/02

Subject: Offer letter of employment as **Business Development Executive**.

With reference to your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company (CTC) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible as but not later than **27-Jan-2018**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

As the first step to joining, we would require you to kindly upload the following documents.

- Copies of Educational Certificates.
- Passport size photographs.
- Last payslip received from the previous employer.
- Clearance from previous employer.
- Address Proof.
- Identification Proof (PAN Card/Driving License/Voter ID/Passport Copy).
- PF documents (Form 11 & Form 2).
- Reference sheet form.
- Adherence to Anti-Corruption Policy.

The URL for the link is: <https://careers.extramarks.com/index/filldetail/refId/MjUINjUzMjI=>

You would also need to upload a scanned copy of this letter with your acceptance. In case you need any help or have any query, do let us know.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

You agree, acknowledge and authorize the Company to carry out necessary verification, background check on you (which may be carried out by a third party) from your institution, college, previous employer etc. Should the Company receive any negative feedback during such verification, background check, the Company shall be well within its right to withdraw/terminate this offer letter (including your appointment, if made) without any legal liability on the Company.

We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead!

Sincerely,

HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before **27-Jan-2018**

Accepted

Registered Office : 506, Surya Kiran Building, 19 K.G. Marg, Connaught Place, New Delhi - 110 001.
 Ph. : +91-011-40392333 / Fax : +91-011-23733114/ CIN : U80900DL2015FTC283323 / www.extramarks.com

2017-10-98



Extramarks Education India Private Limited

D-180, Sector-63, Noida, U.P. - 201301, India

Ph. : +91-120-4175300

Date : 08-Jan-2018

Name : Gooty Reddy Arunkumar Reddy

Location: Karnataka,

Address: Reva University, Kattigenahalli, Yelahanka, Bangalore-560063, Bangalore, Karnataka - 560063

Dear Gooty Reddy Arunkumar Reddy, EXT/RR/8062020/15

Subject: Offer letter of employment as **Business Development Executive**.

With reference of your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company (CTC) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible as but not later than **27-Jan-2018**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

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- Identification Proof (PAN Card/Driving License/Voter ID/Passport Copy).
- PF documents (Form 11 & Form 2).
- Reference sheet form.
- Adherence to Anti-Corruption Policy.

The URL for the link is: <https://careers.extramarks.com/index/filldetail/refId/MjU1NjUzMjI=>

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Registered Office : 506, Surya Kiran Building, 19 K.G. Marg, Connaught Place, New Delhi - 110 001.

Ph. : +91-011-40392333 / Fax : +91-011-23733114/ CIN : U80900DL2015FTC283323 / www.extramarks.com

2017-18 -58



Khykha Court, 1st Floor, No.5,
1 Cross, Madiwala, Hosur Road,
Bengaluru, Karnataka 560068.
www.intellipaate.com
PH: 070223 74614

Date: 31st January 2018

FORM 'A'

To,

Goutham B S
Bangalore

Dear Goutham B S, INTLPTSS31072018/11

We are pleased to forward you the Offer Letter attached herein and would like to formally welcome you to the growing Intellipaate family.

We are sure that you have had sufficient opportunity to understand in detail about your job role and about the organization. We would be glad to provide you with further clarification if you need it.

You are required to report for duty at our Bangalore office. The address of our office is as follows:

Address: 1st Floor, Khykha Court-I, No.5,

1st cross, Madiwala, Hosur Road,

1st cross Rd, Bengaluru, Karanataka-560068

We are in the process of building a robust organization, wherein professionals would find full satisfaction of working in an interesting, challenging and fruitful job environment. In this connection, we are eagerly looking forward to your contributions to the Intellipaate family as a valued employee soon.

Kindly return the duplicate copy of the appointment letter, duly signed, as a token of your acceptance of the same

We look forward to a mutually beneficial and long lasting relationship with you.

Yours Truly,

For Intellipaate Software Solutions Private Limited

Anisha Goyal
Talent Acquisition Specialist

ELE



8 Jul, 2018

H MOHITH KUMAR MAANE

Dear H MOHITH KUMAR,

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

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

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

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

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

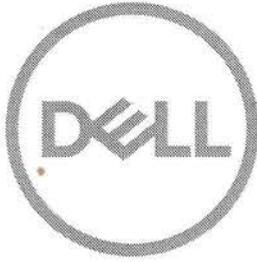
We welcome you to join us in this exciting journey.

Thanking You,
Yours Sincerely,

{{Sig1_es_:signer1:signature}}

Arun D Rao
Director - Human Resources

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



May 8, 2018

Hari Narayanan S
10.05.1996
karnataka 560096
India

Private & Confidential

Dear Hari Narayanan,

Congratulations, and welcome to Dell!

We are pleased to extend our offer of employment to Hari Narayanan S (employee hereafter "you/your") with EMC INDIA S/W & SERV PVT ("the Company") conditional on the successful completion of the Company's Background Checks, and subject to the attainment of work permit, employment pass or employment visas, as may be applicable.

Your title will be Associate Sales Engineer Analyst at career level Individual Contributor I5, reporting to Rajkumar Ekanatheeswaran (1001851), Director, Sales Engineer Analyst. Your start date is June 18, 2018. You will be based at our offices in Bangalore, India.

Orientation

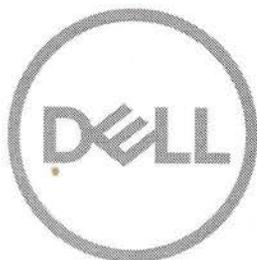
A member of our Onboarding team or Talent Acquisition team will be in contact with you prior to your joining date to assist you with your onboarding experience.

EMC Software and Services India Private Limited

Bagmane Developers Private Limited - SEZ, Marathahalli Ring Road, Doddanekkundi Village, Bengaluru - 560037, India
Phone: +91 80 67375000 / 40025000 Fax: +91 80 67376000 / 40026000

Regd. Office: #112,113, Akruiti Sankul, Opp Janata Sahakari Bank, Tilak Road, Sadashivpeth, Pune - 411 030
CIN: U72900PN1999PTCo13724

www.emc.com

**Core Business Hours**

Your working hours shall be the number of hours as the Company may from time to time deem appropriate and as may be necessary to achieve the purposes of the Company (inclusive of a lunch break). Please take note that certain functions such as Sales, Technical Support, Manufacturing, Information Services require staggered/shift hours.

Place of Work

Your usual place of work will be at Bangalore, India. However, the company reserves the right at its discretion, and by this contract you hereby agree, to change your place to work, either on a temporary or permanent basis, to any other place where it now conducts or at some future date, may conduct its business or part of its business. Except at the discretion of the Company you will not be compensated or reimbursed for the costs involved in such relocation. You may be required to work at or from any office, branch or location of the Company or any client of the Company, as the need arises, which you agree to do so. In the event of you working in the premises of any other Company you shall comply with all Regulations and Codes of Conduct and legislative restrictions and requirements applicable in the workplace of any Company that you may be assigned to. Any breach of such legislation, Regulations or Codes of Conduct shall be deemed a serious breach of discipline and may result in dismissal.

Compensation

We are pleased to offer you a compensation package consisting of the following element(s):

Base Salary, of 480,005.00 per annum.

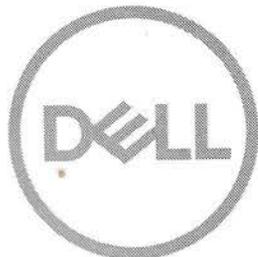
Base salary is comprised of Basic and Basket of allowances. Basic is 192,002.00. Basket is 288,003.00 INR Annual.

*The Basket of Allowances includes components such as HRA and LTA. You may be eligible for all the allowances or a combination of them, depending on other factors including your job grade. Please contact HR Staffing for further details regarding the components you are eligible for and the limits there under that are applicable to you.

Retirals

Retirals is comprised of PF and Gratuity. PF is 12% Annual. Gratuity is 4.81% Annual.

***Gratuity: Payment of Gratuity would be as per the criteria set out in the Payment of Gratuity Act



****PF contribution: If your basic salary is less than INR 15000 per month, then for the purpose of PF computation and contribution, the sum total of basic salary, conveyance and undeclared portion of the basket of allowances (BOA) will be considered up to the extent of INR 15,000 per month.

Illustration: If your monthly basic salary in the salary table above is INR 6000, conveyance is INR 800 and your undeclared BOA is INR 2,000, then PF = 12% of 8800 which amounts to 1056. Employer and Employee contribution to PF will be 1056.

You will be entitled to all employee benefits including benefits through Employee Welfare Fund which is a contributory fund in which you will be a member of. There will be a standard deduction of Rs 200/- per month or such other amounts as decided from time to time towards contribution to the Employee Welfare Fund.

Incentive Bonus Plan

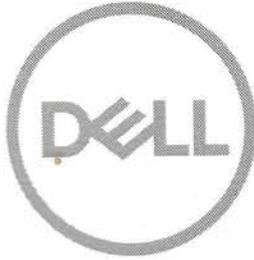
You will be eligible for an annual bonus of 5% of your base salary on terms that may vary, depending upon the Company's financial results and attainment of strategic corporate initiatives. You will be eligible to participate in the bonus program on a pro-rated basis, calculated from your start date. The Company reserves the right to vary the terms and amount of your bonus, depending upon your performance, the company's financial results and attainment of strategic corporate initiatives. The terms of the Bonus Plan are subject to annual re-evaluation and modification by the Company. The bonus is paid after the end of the Company's fiscal year. You must be actively employed at time of payment in order to earn and receive the bonus.

Total Target Cash will be INR504,005.25 plus Retirals per annum.

Your salary will be paid each **month** via Electronic Funds Transfer to the bank account nominated by you. We will advise you of the relevant date of payment.

Benefits

The Company offers a variety of benefits to assist you and your family. You will enjoy all benefits in accordance with the Company's prevailing policy and practice. A summary of these benefits will be made available for your access after onboarding. The Company reserves the right, at its absolute discretion, to vary or amend the terms of any benefit or existing benefit policy offered in accordance with applicable local law.



Probation

Your first **6 months** of service will be of a probationary nature. The Company may waive or reduce the probation period at its discretion. You are deemed to have successfully completed your probationary period after 6 months unless otherwise informed in writing by the Company. For a person whose immediate previous employment is with any of the Dell group of companies, this clause shall not be applicable.

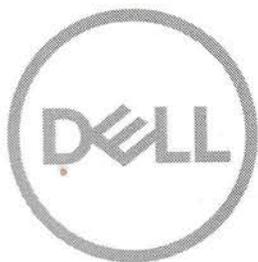
Notice Period and Termination

During the probationary period, your employment may be terminated by either party at any time by giving to the other party written notice of not less than **30 days** or salary in lieu thereof at the sole discretion of the Company.

Upon satisfactory completion of probation, your employment may be terminated by either party at any time by giving to the other party **60 days** written notice prior to the termination date or salary in lieu at the sole discretion of the Company.

Notwithstanding the above, the Company reserves the right at all times to terminate your employment (including employment during your probationary period) forthwith without notice or payment in lieu of notice if you are involved in gross negligence, misrepresentation, serious misconduct, a breach of any Dell policy including but not limited to the Code of Conduct; or commit any act of fraud or dishonesty or any criminal offense. In such an event, without prejudice to the Company's rights at law and/or under other provisions of this letter, the Company shall pay only salary earned by you up to the date of termination.

In the event of termination of services, you agree and authorize the Company to offset payment of any pro-rated allowance advances, and any other sums due to the Company to the extent permitted by law, against salary due and to withhold amounts that may be required by the relevant authorities. You will also be required to promptly deliver to Dell all originals and copies of materials, documents and property of Dell which are in your possession or control.

**Restraint:**

In addition, for a period of one year after termination of employment with the Company, you shall not approach or communicate with any customers of the Company, nor solicit or endeavor to take away from the Company, the business or any customers or clients of the Company. You further agree not to, for a period of [one year] after termination of employment with the Company, approach any employee of the Company or communicate with any employee of the Company with the effect of enticing, or attempting to entice any employee away from the Company.

Code of Conduct

The company's Code of Conduct sets out the standards of business conduct to which all employees are expected to adhere. We take our Code of Conduct very seriously in order to maintain the highest possible standard of ethics. Failure to adhere to the Code of Conduct is a disciplinary offence and may result in dismissal. A copy of the Code of Conduct shall be given to you in your Employee Orientation Program on joining. If you require a copy of any of the company's Code of Conduct before signing this employment contract please contact your Recruiter (i.e. signatory on this employment contract).

You should comply with the legal requirements of each country in which the Company conducts business and shall employ the highest ethical standards in your dealings. Use of any company assets for unlawful purposes is strictly prohibited.

In the event of you working in the premises of any other Company you shall comply with all Regulations and Codes of Conduct and legislative restrictions and requirements applicable in the workplace of any Company that you may be assigned to. Any breach of such legislation, Regulations or Codes of Conduct shall be deemed a serious breach of discipline and may result in dismissal.

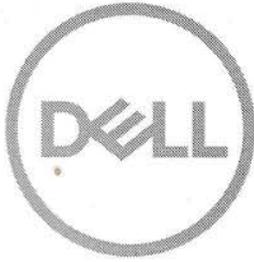
**Data Protection**

will obtain, hold and use personal data relating to you in the context of your employment, including, but not limited, your name, number, cost centre, address, emergency contact details (e.g. home telephone number), educational details/history/qualifications and employment history, proof of right to work, any director or officer posts held, outcomes of any pre-employment screening, salary information including details on commissions bonuses and profit share, pension, stock option rights and details related thereto as well as additional benefit details, job description, job level, job grade, performance plans and performance rating details including sales and margin targets and achievements, Individual Work history.

The purposes of such processing are to administer and manage the employment relationship we have with you, and may include disaster recovery data duplication, administering and maintaining personnel records (includes sickness and other absence records), assessing fitness for work, paying and reviewing salary, bonus, profit share and other benefits (if any), providing and administering benefits such as pension, stock purchase and stock option programmes, life, health and medical insurance, analysing sales and sales related activity, career and succession planning, performance appraisals and reviews, employee development and training, resources and skills allocation, regulatory and legal compliance, carrying out activities related to compliance with the company's policies and procedures, providing references and information to future employers, governmental and regulatory agencies (includes tax, social security authorities) in a take-over or merger, providing information to a future purchaser or potential purchaser of or any part of 's business or a potential or future service provider as part of due diligence. You hereby consent to such data processing by , any other . company or any third party charged with providing services, information or benefits related to the employment and you further consent to transfer of data to a company or third party even if such company or third party is situated outside India in a country which does not offer a level of data protection compared to the level applied in India. will put in place adequate safeguards with such third parties to ensure an adequate level of data protection.

Confidentiality Obligation

You will not use, publish, misappropriate or disclose any "Confidential or Proprietary Information", during or after your employment, except as required in the performance of your assignment for the Company or as authorized in writing by the Company. Such Information shall include what you learn or originate during your employment which is not available or readily ascertainable from public sources, and includes such information disclosed by others in confidence to the Company. If in doubt, you will promptly consult your supervisor. Confidential and Proprietary Information includes, but is not necessarily limited to, the information described in sub-paragraphs below.

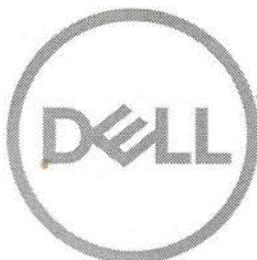


- a) Computer products, Company processes and device strategies planned or under development, including device specifications, system architecture, logic designs, circuit implementations and plans for unannounced and announced products;
- b) Software products in use, planned or under development, including operating systems adaptations or enhancements, language compilers, interpreters and translators, system design and evaluation tools, and application programs;
- c) Information relating to Company employees; actual and anticipated relationships between the Company and other companies; sales levels, profit levels, pricing and other unpublished financial data; and budget, staffing, compensation, equipment and related plans;
- d) Information relating to the Company's customer and vendor relationships. This includes performance requirements, development and delivery schedules, device and product pricing and quantities, and other information communicated to the Company by customers or vendors.

You will not use in your work or disclose to the Company any confidential or proprietary information of a third party unless the Company first receives written authorization from the third party allowing the use or disclosure of such information and unless the Company agrees in writing to receive such information on terms acceptable to the Company. You will abide by the restrictions imposed on the disclosure and use of such third party information.

You acknowledge that a violation of the provisions of this Agreement dealing with Confidential and Proprietary Information and Intellectual property may cause significant harm to the Company and that remedies at law may be inadequate to protect against a breach of such provisions. Accordingly, you agree that the Company shall be entitled, in addition to any other relief available to it, to the granting of injunctive relief without proof of actual damages or the requirement to establish the inadequacy of any of the other remedies available to it. You agree not to assert any defense in proceedings regarding the granting of any injunction or specific performance based on the availability to the Company of any other remedy.

For a period of one (1) year after leaving the Company's employment, you will give written notice to the new employer of your obligations regarding Intellectual Property, Confidential and Proprietary Information. For a period of one (1) year after termination of this Contract for whatever cause, you shall not solicit or endeavor to take away from the Company the business of any customers or clients of the Company.

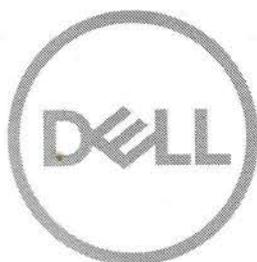
**Intellectual Property and Copyright**

While you are an employee of the Company, you will promptly disclose to the Company, all Intellectual Property developed by you, solely or jointly with others, in the course of your employment. Intellectual Property includes each discovery, idea, improvement, or invention you create, conceive, develop or discover, alone or with others, which relates to the Company's business or results from the use of the Company's equipment, supplies, facilities, or information. All Intellectual Property, in whatever form, is the Company's property. You will assign to and agree to assign to the Company and its nominees, without additional compensation, all of your worldwide and perpetual rights in Intellectual Property. You will assist the Company in all ways, including giving evidence and executing any documents deemed helpful or necessary by the Company to establish, perfect, and register worldwide, at the Company's expense, such rights in Intellectual Property. You will not do anything in conflict with the Company's rights in Intellectual Property and will cooperate fully to protect Intellectual Property against misappropriation or infringement by third parties. If you come across any cases of infringement of the rights of the Company in its Intellectual Property, you will promptly notify the Company of such infringement and assist the Company in all ways to protect its Intellectual Property.

You hereby agree that the Company will be the copyright owner in all works of every kind and description created or developed by you, solely or jointly with others, in connection with any employment with the Company. If requested to, and at no further expense to the Company, you will execute in writing any acknowledgments or assignments of copyright ownership of such Copyrightable Works as may be appropriate for preservation of the worldwide and perpetual ownership in the Company and its nominees of such copyrights.

You further agree that the Company may use your name, voice, picture or likeness in the Company's advertising, training advertisement and other materials without payment or separate compensation to you both during and following your employment with the Company.

On the date your employment with the Company ends, you will promptly deliver to a designated representative of the Company all originals and copies of all materials, documents and property of the Company which are in your possession or control. You will also cooperate in conducting exit interviews with a designated representative of the Company. The purpose of the exit interviews will be to review confidential and proprietary information known or possessed by you and to confirm the Company's rights regarding non-solicitation, the protection of the confidential and proprietary information and the disclosure to the Company and its ownership of intellectual property.



Export Compliance

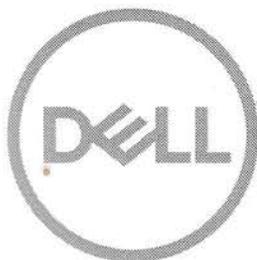
You will not export or otherwise transfer out of India or release to any person, Controlled Technology or Software, during or after employment with the Company, except as authorized in writing by the Company. Controlled Technology or Software is technology or software controlled under the U.S. Export Administration Regulations and includes, but is not limited to:

- Confidential and Proprietary Information of the type described in paragraph 4(a) above, to the extent that such information is not otherwise publicly available;
- Technical information of , its affiliates, its customers or other third parties that is in use, planned, or under development, such as but not limited to: manufacturing and/or research processes or strategies (including design rules, device characteristics, process flow, manufacturing capabilities and yields); computer product, process and/or devices (including device specification, system architectures, logic designs, circuit implementations); software product (including operating system adaptations or enhancements, language compilers, interpreters, translators, design and evaluation tools, and application programs); and any other databases, methods, know-how, formulae, compositions, technological data, technological prototypes, processes, discoveries, machines, inventions, and similar items;
- Information relating to future plans of , its affiliates, its customers and other third parties, such as but not limited to: marketing strategies; new product research pending projects and proposals; proprietary production processes; research and development strategies; and similar items.
- Release includes disclosure to any person, oral exchange, and application to situations abroad of personal knowledge or technical experience. If you have any doubts regarding whether particular information is Controlled Technology or Software, please consult your manager, 's Legal Department, or 's Export Compliance Organization.

Training: The Company may also send you abroad for the purpose of specific skills training relevant to your employment with the Company. If your employment with the Company ends for any reason within the first twelve (12) months of you being sent abroad for specific skills training, you will repay to the Company, all of the costs paid to you or incurred on your behalf for this training.

The company reserves the right to review the skills required to perform the job, and may introduce new trainings and certifications needed to impart the new skills and ways to measure the same. You shall undergo such trainings and certifications when needed and continue to successfully upgrade your skills and capabilities needed to perform the job effectively at expected levels.

Recovery of dues: In the event of any financial recovery to be made from you, the Company shall also be entitled to offset payment of any prorated allowance advances against salary due and to withhold amounts that may be required by relevant authorities. These repayment obligations cannot be waived except by a written communication by the Company.



Secondary employment and outside business ventures: While in the employment of the Company, you shall not undertake employment with any other Company on a temporary or part-time basis or offer your services with or without pay to any person, legal entity or public authority or to be occupied in your own business without the prior written consent of the Company.

Correctness of Information: This appointment is based on the information supplied by you in your application for employment. This appointment will be treated as "null and void" if any material error, in the management opinion, is discovered and/or due to non-disclosure of relevant information about you, to the company.

Service rules: For all other matters, not specified herein, you shall be governed by the company's policies, conditions of service, service rules and amendments made and communicated from time to time.

Retirement

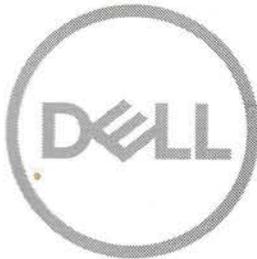
You shall retire on the attainment of sixty two (62) years unless specifically communicated by the company in writing to continue in service beyond this age.

Regards,

A handwritten signature in black ink that reads "S. Gangadhar".

Gangadhar Salimath

Senior Manager, Talent Acquisition



Confirmation of Acceptance

I, Hari Narayanan S, confirm that I have read, understood and accept the terms and conditions of employment with Dell. I authorize the Company to make deductions from my wages pursuant to clause "remuneration" of this agreement.

I confirm that I will commence employment with Dell on 18 Jun, 2018.

A handwritten signature in black ink, appearing to read "Hari".

09-May-2018

Hari Narayanan S

Date

We have partnered with a vendor to enable you to review and accept employment related documents electronically in an efficient, secure and protected manner. The documents are encrypted. Your electronic signature cannot be changed once signed. You will be able to print out full copies of your signed documentation for your records. Within each document, the system will guide you to all relevant sections which need to be completed and signed.

Electronic is our preferred, and most efficient, method for managing the documentation. However, if you prefer, you can print and sign all of the documents, and scan and email the originals to Niraj Pandey / Niraj.Pandey@Dellteam.com. If you need to return the documentation in a different manner, please let your recruiter know.

**Annexure****Notice Period Buyout**

The Company will pay for your Notice pay recovery if any, as agreed during the HR interview. If my employment ends within the first 12 months of my hire date*, either due to my resignation (regardless of the reason) or because terminates the employment for cause (as determined by at its sole discretion), I will be required to repay to the entire notice period that has been bought out by at the time of my joining. Gross up on notice period buyout will be done on a case to case basis depending on the tax treatment availed in the previous employment/s. You need to submit the necessary document in support of Notice Period Buyout claim.

*** Hire Date shall mean the date of transfer in case of current employees who have opted for a personal transfer and the date of joining in case of new hires.**

I agree that the repayment amount for any of the categories as detailed above will become fully due and payable upon my termination of employment. I hereby authorize , to the full extent allowed by law, to deduct the repayment amount for any of the categories as detailed above from any monies owed to me by , including, but not limited to: wages, final paycheck, reimbursement for expenses, payment for unused benefits, refunds of contributions to benefit plans or programs, and/or any other sums payable to me by .

A handwritten signature in black ink, appearing to read "Hari Narayanan S".

Hari Narayanan S

09-May-2018

Date

CSE

EMC



May 8, 2018

Hari Narayanan S
10.05.1996
karnataka 560096
India

Private & Confidential

Dear Hari Narayanan,

Congratulations, and welcome to Dell!

We are pleased to extend our offer of employment to Hari Narayanan S (employee hereafter "you/your") with EMC INDIA S/W & SERV PVT ("the Company") conditional on the successful completion of the Company's Background Checks, and subject to the attainment of work permit, employment pass or employment visas, as may be applicable.

Your title will be Associate Sales Engineer Analyst at career level Individual Contributor I5, reporting to Rajkumar Ekanattheswaran (1001851), Director, Sales Engineer Analyst. Your start date is June 18, 2018. You will be based at our offices in Bangalore, India.

Orientation

A member of our Onboarding team or Talent Acquisition team will be in contact with you prior to your joining date to assist you with your onboarding experience.

**Core Business Hours**

Your working hours shall be the number of hours as the Company may from time to time deem appropriate and as may be necessary to achieve the purposes of the Company (inclusive of a lunch break). Please take note that certain functions such as Sales, Technical Support, Manufacturing, Information Services require staggered/shift hours.

Place of Work

Your usual place of work will be at Bangalore, India. However, the company reserves the right at its discretion, and by this contract you hereby agree, to change your place to work, either on a temporary or permanent basis, to any other place where it now conducts or at some future date, may conduct its business or part of its business. Except at the discretion of the Company you will not be compensated or reimbursed for the costs involved in such relocation. You may be required to work at or from any office, branch or location of the Company or any client of the Company, as the need arises, which you agree to do so. In the event of you working in the premises of any other Company you shall comply with all Regulations and Codes of Conduct and legislative restrictions and requirements applicable in the workplace of any Company that you may be assigned to. Any breach of such legislation, Regulations or Codes of Conduct shall be deemed a serious breach of discipline and may result in dismissal.

Compensation

We are pleased to offer you a compensation package consisting of the following element(s):

Base Salary, of 480,005.00 per annum.

Base salary is comprised of Basic and Basket of allowances. Basic is 192,002.00. Basket is 288,003.00 INR Annual

*The Basket of Allowances includes components such as HRA and LTA. You may be eligible for all the allowances or a combination of them, depending on other factors including your job grade. Please contact HR Staffing for further details regarding the components you are eligible for and the limits there under that are applicable to you.

Retirals

Retirals is comprised of PF and Gratuity. PF is 12% Annual. Gratuity is 4.81% Annual.

*****Gratuity**: Payment of Gratuity would be as per the criteria set out in the Payment of Gratuity Act

ECE



July 21, 2018

Harithas BC
#82/1 behind saibaba temple, near railway gate, sahakarnagar post, kodgehalli
Bangalore 560092
India

Private & Confidential

Dear Harithas,

Congratulations, and welcome to Dell!

We are pleased to extend our offer of employment to Harithas BC (employee hereafter "you/your") with EMC INDIA S/W & SERV PVT ("the Company") conditional on the successful completion of the Company's Background Checks, and subject to the attainment of work permit, employment pass or employment visas, as may be applicable.

Your title will be Associate Sales Engineer Analyst at career level Individual Contributor I5, reporting to Abhinay Kumar (1011891), Manager 2, Sales Engineer Analyst. Your start date is August 20, 2018. You will be based at our offices in Bangalore, India.

You are requested to submit all Background Check documents within three (3) days of offer letter acceptance. Any delay in providing the same may lead to extension of your date of joining which will be intimated to you through e-mail. Timely submission of Background Check documents is hence emphasized.

Orientation

A member of our Onboarding team or Talent Acquisition team will be in contact with you prior to your joining date to assist you with your onboarding experience.



CSE

Offer: Computer Consultancy
Ref: TCSL/CT20172325827/Bangalore
Date: 10/01/2018

Ms. Harshitha R
No-11/B Vrishabhadri, 3rd Cross, Devappa Garden, Nagashettyhalli.3rd Cross,
Nagashettyhalli,
Bengaluru-560094,
Karnataka.
Tel# -

Dear Harshitha 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 assigned a role in the **IT Infrastructure Services (ITIS)** Unit, which is subject to change as per the business requirements of TCSL.

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

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

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



GROSS SALARY SHEET

Annexure 1

| | |
|----------------|--|
| Name | Harshitha R |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|---------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 10,200 | 1,22,400 |
| Bouquet Of Benefits # | 13,000 | 1,56,000 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,224 | 14,688 |
| Gratuity | 490 | 5,887 |
| Total of Annual Components & Retirals | 1,715 | 28,475 |
| Retention Incentive | NA | 0 |
| TOTAL GROSS | 27,415 | 3,36,875 |

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

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

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

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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

| Component Category | Monthly | Annual |
|----------------------------------|---------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Conveyance Allowance | 800 | 9,600 |
| Leave Travel Assistance | 850 | 10,200 |
| Sundry Medical Reimbursement | 500 | 6,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 6,270 | 75,240 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |

TCS Confidential

TCSL/CT20172325827

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

APPOINTMENT LETTER

March 13, 2018

Ms. Harshitha R
No-11/B Vrishabhadri, 3rd Cross,
Opp Hig Colony, Devappa Garden, Nagashet
Bengaluru - 560094

Dear Harshitha R,

Welcome to Wipro Limited ('Wipro') and congratulations on your appointment as **Project Engineer**.

1. Appointment Details:

- The date of appointment is effective from the date of joining unless otherwise communicated in writing by the company.
- You will be on probation for a period of 12 months from the date of the appointment. On completion of the Probationary period, your appointment will be confirmed and communicated to you in writing. Unless confirmation is communicated in writing, the probation period is deemed extended.
- The retirement age is 58 years.
- You may be transferred in such capacity as Wipro may from time to time determine to any other location, department, function, establishment, or branch of Wipro or subsidiary, associate or affiliate of Wipro. In such case you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- We provide support to our global customers through various Wipro locations in India to suit customer time including on 24x7 basis. You agree to operate from any of these locations and in any of the shifts, including night shift, as may be decided by Wipro keeping in mind business needs and deliverables to customers.
- This letter of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by Wipro for your role, and you successfully completing the pre-joining assessment based on the training module, in the prescribed format and time frame as informed to you.
- Kindly ensure you submit the second copy of the appointment letter signed by you on the day of reporting for work.

2. Compensation:

You will be eligible for:

- Compensation and benefits in accordance with Annexure III titled Salary Offer Sheet.
- Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the management.

Registered Office:

Wipro Limited T : +91 (80) 2844 0011
Doddakannelli F : +91 (80) 2844 0054
Sarjapur Road E : info@wipro.com
Bengaluru 560 035 W : wipro.com
India C : L32102KA1945PLC020800



ANNEXURE III
SALARY OFFER SHEET

Name : Harshitha R

Position : Project Engineer

Career Group: TRB - II

a. You shall receive salary as detailed below.

| COMPONENT | AMOUNT (INR) |
|---|----------------|
| Basic | 9,340 |
| HRA | 4,670 |
| Commutation Allowance | 1,600 |
| Bonus | 1,870 |
| Wipro Benefits Plan (WBP) | 5,630 |
| Additional allowance | - |
| Total Fixed Cash | 23,110 |
| PF (Employer Contribution) | 1,121 |
| Gratuity | 496 |
| Total Fixed Compensation | 24,727 |
| Other Compensation Benefits | |
| Health benefit (Medical) | 600 |
| Variable Pay | |
| Target Variable Pay | 1,340 |
| Target Cost to Company per month | 26,667 |
| Total Cost to Company per annum | 320,004 |

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

b. Depending on your performance during the online pre-joining assessment program, in the event you fall under Performance Category - 1, i.e. you are amongst top 30% of the candidates, your total cost to company per annum shall stand revised to INR 3,30,000 in the salary structure under (a) above.

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APPOINTMENT LETTER

March 13, 2018

**Ms. Harshitha R
No-11/B Vrishabhadri, 3rd Cross,
Opp Hig Colony, Devappa Garden, Nagashet
Bengaluru - 560094**

Dear **Harshitha R,**

Welcome to Wipro Limited ('Wipro') and congratulations on your appointment as **Project Engineer**.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining unless otherwise communicated in writing by the company.
- b. You will be on probation for a period of 12 months from the date of the appointment. On completion of the Probationary period, your appointment will be confirmed and communicated to you in writing. Unless confirmation is communicated in writing, the probation period is deemed extended.
- c. The retirement age is 58 years.
- d. You may be transferred in such capacity as Wipro may from time to time determine to any other location, department, function, establishment, or branch of Wipro or subsidiary, associate or affiliate of Wipro. In such case you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Wipro locations in India to suit customer time including on 24x7 basis. You agree to operate from any of these locations and in any of the shifts, including night shift, as may be decided by Wipro keeping in mind business needs and deliverables to customers.
- f. This letter of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by Wipro for your role, and you successfully completing the pre-joining assessment based on the training module, in the prescribed format and time frame as informed to you.
- g. Kindly ensure you submit the second copy of the appointment letter signed by you on the day of reporting for work.

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III titled Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the management.

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- c. Other compensation and benefits in accordance with Wipro policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Wipro policy.
- e. Changes in your compensation are at Wipro's discretion and will be subject to and on the basis of effective performance and results during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

- a. Leave, holidays and working hours as applicable to your stream and location of posting.
- b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by Wipro.
- c. Participation in the Wipro Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
- d. Leave Travel Assistance (LTA) as per the policy of Wipro.
- e. Wipro Medical Assistance Scheme (MAS) and Contributory Medical Insurance for your band and stream provided you are not covered under the purview of the ESI Act.
- f. Employee Benefits Program sponsored and administered by Wipro for management employees, comprising pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.
- g. Please refer to the detailed policies in the Wipro intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

- a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. There may be times when you will be expected to work extra hours to achieve the above. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of Wipro, whether directly or indirectly.
- b. You may be required to undertake travel on Wipro work for which you will be reimbursed travel expenses as per the Wipro policy applicable to you.
- c. We at Wipro are committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of Wipro including the Code of Business Conduct and Ethics as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.
- d. Consistent with (c) above, any matter or situation or incident that may arise which could potentially result, or has resulted, in any violation of the policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head.

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5. Conflict of Interest:

- a. You are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.
- b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
- c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
 - i. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.
 - ii. Any customer or vendor of Wipro to move his existing business with Wipro to a third party or to terminate his business relationship with Wipro.
 - iii. Any existing employee to become associated with, or perform services of any type for any third party.
- d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand Wipro's position on this and resolve the conflict.

6. Confidentiality:

- a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).
- b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

8. Non-Compete

In the course of your employment with Wipro you will be providing services to customers or clients of Wipro during which process you would be handling sensitive information including but not limited to key customers of Wipro, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to Wipro and its protection is of utmost importance to Wipro. You confirm that for a period of six (6) months after separation of your employment from Wipro (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing Wipro during the six (6) months preceding the date of separation.

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9.General:

This letter of appointment is subject to the condition that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable to be removed from service without any prior notice. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this Agreement.

- a. Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- b. These employment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.
- c. You warrant that you are not prevented by a court or by any other administrative or judicial order from providing the services required under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
- d. During the employment you have to comply by all policies of Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time. You agree to comply with all policies as modified from time to time.
- e. Your appointment cannot be further processed and will be treated as withdrawn in the event of:
 - i. Your failing to clear any remaining backlog papers, and/or
 - ii. For 10th Standard: You are not being able to maintain minimum aggregate marks of 60% in your 10th Standard.
 - iii. For 12th Standard: You are not being able to maintain minimum aggregate marks of 60% in your 12th Standard or equivalent education.
 - iv. For Graduates: A. You are not being able to maintain minimum aggregate marks of 65% in your graduation.
B. For Post Graduates: You are not being able to maintain minimum aggregate marks of 65% in your graduation and 65% in post-graduation.

10. Training Agreement:

As part of your smooth transition from campus to corporate, the company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training Wipro makes significant investment for your project readiness and successful journey in the projects. In consideration of the company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and serve the company for a period of 15 months commencing from the date of your joining. In case you choose to leave the company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall pay to the company liquidated damages of upto Rs. 75,000/-(Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the company.

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11. Notice Period:

This contract of employment is terminable, without reasons, by either party giving one-month notice during probationary period and two months' notice on confirmation. Wipro reserves the right to pay or recover salary in lieu of notice period. Further, Wipro may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if Wipro desires the employee to continue the employment during the notice period the employee shall do so.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment and submitting the same on the date of appointment.

12. On Separation:

On acceptance of separation notice, you will immediately give up to the company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects or shall not make or retain any copies of these items.

Please confirm that the above mentioned terms and conditions are acceptable to you and that you accept the appointment by submitting the signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For Wipro Limited,

Sunil Kalachar
General Manager - Talent Acquisition

I have read, understood and agree to accept the employment on the terms and conditions herein. I shall be reporting for duty on ___/___/___

Name: _____ Signature: _____

Date: ___/___/___ Place: _____

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ANNEXURE I

CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

- a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.
- b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.
- c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
- d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
- e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will inform the top management.

Name:

Date: __/__/____

Signature:.....

Registered Office:

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7309633



Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPI") about the Company. It also involves disclosing or procuring any UPI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities. As an employee of Wipro you are considered as an Insider and accordingly advised as below:

1.Trading when in possession of UPI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: polyclearinghouse@wipro.com.

2.Communication or procurement of Unpublished Price Sensitive Information (UPI): Employee shall seek, communicate, provide or allow access to "UPI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need-to-know basis. Employees are strictly prohibited from the following:

- a) Counseling or disclosing or communicating UPI to any other person including spouse and/or relatives, except on a need to know basis.
- b) Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPI.
- c) Unauthorized disclosure or communication of UPI.
- d) Procuring any UPI from others

3.Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.

4.Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees.

For more details on procedures and guidelines, employees are requested to refer Wipro's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to polyclearinghouse@wipro.com.

Registered Office:

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India C : L32102KA1945PLC020800



ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I -----, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- b. processing my job application including background verification checks;
- c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

Name:

Date: __ / __ / ____

Signature.....

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ANNEXURE III
SALARY OFFER SHEET

Name : Harshitha R

Position : Project Engineer

Career Group: TRB - II

a. You shall receive salary as detailed below.

| COMPONENT | AMOUNT (INR) |
|---|----------------|
| Basic | 9,340 |
| HRA | 4,670 |
| Commutation Allowance | 1,600 |
| Bonus | 1,870 |
| Wipro Benefits Plan (WBP) | 5,630 |
| Additional allowance | - |
| Total Fixed Cash | 23,110 |
| PF (Employer Contribution) | 1,121 |
| Gratuity | 496 |
| Total Fixed Compensation | 24,727 |
| Other Compensation Benefits | |
| Health benefit (Medical) | 600 |
| Variable Pay | |
| Target Variable Pay | 1,340 |
| Target Cost to Company per month | 26,667 |
| Total Cost to Company per annum | 320,004 |

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

b. Depending on your performance during the online pre-joining assessment program, in the event you fall under Performance Category - 1, i.e. you are amongst top 30% of the candidates, your total cost to company per annum shall stand revised to INR 3,30,000 in the salary structure under (a) above.

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c. **Apart from the standard salary emoluments, Project Engineers are also entitled to unique Wipro Benefits to assist them in maintaining a healthy work-life balance. The details of the benefits are as follows:**

- a. Onetime Interest free loan of **Rs. 20,000** towards housing deposits or towards purchase of a two wheeler
- b. Onetime Interest free contingency loan of **Rs. 50,000** towards housing deposits or illness, death in immediate family or self marriage
- c. Medical assistance of **Rs. 15,000** per annum for employees who are not covered under the ESI scheme.

Medical Insurance Coverage up to Rs. 2 lacs per annum

Date: __/__/____

Signature:.....

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ANNEXURE - IV

I hereby confirm that I shall submit the required academic certificates including mark sheet, Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for termination of my employment with Wipro.

Name:

Date: __/__/____

Signature:.....

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ANNEXURE - V

VARIABLE PAY- A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

- a. Individual linked parameter: Based on number of days billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3. This would comprise of 100% of your Variable Pay amount. (for employees joining in these Bands in Support roles and central functions 100% of Variable Pay would be linked to revenue and OM as mentioned in (b) and (c) below)
- b. Revenue achievement linked parameter: Based on the Revenue achievement of your Business Unit / Vertical / Service Line. This would be linked to 50% of your Variable Pay payout. This is applicable only for employees in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 joining in Support roles.
- c. OM linked parameter: Based on Operating Margin achievement of your Business Unit. This would be linked to 50% of your Variable Pay payout. This is applicable only for employees in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 joining in Support roles.

The Variable Pay payout amount is liable to vary as per the performance on the above parameters.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

For more details please refer to the policy hosted on myWipro à My Information Source à My Policies à View All Policies à (Select Country) à My Financials à Compensation à Variable Pay

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SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus:

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

House Rental Allowance:

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

Commutation Allowance:

This allowance is tax free up to the extent of Rs.1600/- per month. This does not warrant the production of any bills.

Wipro Benefit Plan (WBP):

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance, Commutation Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable food coupons, use of Wipro Bus can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

1. Leave Travel Allowance:

New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to myWipro on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

2. Telephone/Mobile Phone Allowances:

The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for pre-paid connections will be eligible under this head.

3. Non-transferable Food Coupons:

An amount of Rs. 2,750 per month towards purchase of Non-Transferable food coupons is eligible for IT exemption under WBP.

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4. Education Allowance:

An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

5. New Pension System:

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

Retirement Benefits:

It consists of:

- a. 12% of your Basic towards Provident Fund.
- b. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

Accommodation, Food & Other Miscellaneous Expenses

- a. You would be entitled for Rs. 1000 per day for 8 days (total amount of Rs. 8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount and you would not need to submit bills towards usage of this amount.
- b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:
 - i. Settlement and Miscellaneous Expenses: Rs. 1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.
- c. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

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SUMMARY - SOCIAL SECURITY & OTHER BENEFITS*

Medical

1. Medical Assistance Program (MAS): This is a medical scheme covering you, your spouse and your children to the extent of Rs.15,000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.

2. Mediclaim: A floater coverage of Rs. 2,00,000 per annum for family (self, spouse & children) towards hospitalization. A nominal deduction per month as mentioned below is made towards contribution for the mediclaim benefit. 10% of the claim amount has to be borne by the employee. However, this does not apply if the hospitalization is in a Preferred Mediassist Network hospital.

* Rs. 240 - Contribution in case of single individual

* Rs. 520 - Contribution in case you are married

If the employee wishes to enhance the coverage, Top up cover option is also available wherein one can increase it for a highly negotiated premium. More details on the policy are available on My Policies Section in [myWipro](#) which is accessible on joining.

3. Annual Health check: Company paid Annual health checkup program is available for employees above 40 years of age.

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Gratuity Benefit: Up to Rs. 10,00,000

This provides you a lump sum benefit upon separation after completion of 5 years of service or on retirement or when deceased. Your gratuity is computed as: Last drawn Basic Salary * No. of years served * 15/26.

Survivor Benefit Pension Program:

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members. E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic * No of years to Retirement * Grade Factor * % based on number and age of surviving members. I.e. $15,000 \times 20 \times 2.7\% \times 80\% = \text{Rs. } 6,480$ per month as supplementary pension payable. *Grade Factor is a band specific pre-defined pension Accrual rate.

Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

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1. Your Life and Accident Cover:

a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000

Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Even on temporary disability due to Accident you get compensated for loss of wages on account of leave due to Accident of up to Rs. 5,000 per week. In case of death due to accident, your total cover would be 26 lacs (12 Lacs + 14 Lacs). Employees can also get an extra coverage for a nominal and highly negotiated premium.

b. Group Life Insurance Program: Rs. 14,00,000

In the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover. Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies ->India -> My Financials -> Group Life Insurance / Personal Accident

The policies mentioned here are policies of the Company as on date; this is subject to change in future as per policies of the Company from time to time.

2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year.

The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.150,000 per annum, member employee will have an option to restrict the contribution to Rs.150,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.150,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data-> My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

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INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro grooms campus selects to help them face the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental IT skills followed by insights into Wipro businesses, process, technology and behavioral skills.

To understand and appreciate the mindset of the freshers and ensure that the transformation is smooth, the induction program is done by a team of dedicated professionals who have exposure to the academic and corporate sectors alike. Project Readiness Program (PRP) is a training program designed to address the basic learning needs of the freshers.

Corporate Readiness Program - CRP

The CRP program is focused on making fresher comfortable in a corporate environment. This program starts with a corporate induction.

“PINNACLE” a behavioral skills building training program ensures that the fresher start feeling at ease in the “corporate world”. This activity based behavioral intervention informs the new entrants about the corporate work culture and business etiquette.

STEP PLUS is a 60-minute English language Assessment, which assesses grammar, listening, reading and speaking skills.

During PRP, STEP PLUS assessments would be scheduled and participants are expected to score a minimum of 917 marks out of 1581. This is a gating criteria for participants for clearing PRP & deputing in projects. It is mandatory to score a minimum of 800 marks and participants whose score is less than 800 marks would be exited from the organization.

Technology Readiness Program - TRP

The technology training provides critical technical skills required to work on projects allocated to freshers and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work environment.

The methodology of training is “Project Based Learning” (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project. Starting with individual projects, the PBL approach ends with recruits working on a team project.

During TRP, fresher shall take up assessments as shared in the schedule. The assessment consists of Multiple Choice Questions (MCQ), Case Study, Project / Scenarios snippets. The duration of the assessment is for a day. The overall PRP score is computed as 30% weightage to MCQ, 70% weightage to Case study and /Project/ Scenario. There will be an improvement opportunity provided for those who score lesser than 75% at the TRP training. Faculty at Talent Transformation shall devote their time to mentor and coach the student. This is done to ensure enriched knowledge and improved understanding of the topic. All the efforts made in this direction are meant for the fresher to be able to clear in the improvement assessment with flying colors.

The training is said to be completed only when the fresher is able to score 800 in STEPPLUS assessment and 75% in PRP Technical assessment. Failure to achieve the required score in either STEPPLUS or Technical will result in exiting from the organization.

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HRD/2T/12258121/18-19

Ms. Harshitha R
Candidate ID: 12258121
#17 Ashtalakshmi Complex, Maruthinagar, Venkatala, #17
Maruthinagar, Venkatala, Yelahanka,
Bangalore - 560064
Karnataka
India
Ph: (91) 92062 82939

August 09, 2018

Dear Harshitha,

Welcome to Infosys!

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

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

Warm regards,

RICHARD LOBO
EVP - Head HR

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

Digitally signed by RICHARD LOBO
Date: 2018.08.09 16:27:10 +05:30
Reason: Offer Letter
Location: Bangalore



Offer: Computer Consultancy
Ref: TCSL/CT20172238227/Bangalore
Date: 10/01/2018

Ms. Harshitha S
Srinivas NChadalapura,
Doddamarali,
Chikkaballapura-562103,
Karnataka.
Tel# -

Dear Harshitha S,

Sub: Letter of Offer

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

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

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

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

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

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1



COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to 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 ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Conveyance Allowance

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

3. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or 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.

4. Sundry Medical Reimbursement

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



5. Personal Allowance

You will be eligible for a monthly personal allowance of of ₹6,270/- per month. This component is subject to review and may change as per TCSL's compensation policy.

6. 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 Initial Learning Programme.

CITY ALLOWANCE

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



OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹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.

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TATA CONSULTANCY SERVICES

WYDEHI 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



Loans

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

Professional Memberships

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

RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

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

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



2. Disclaimer

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

3. Training Period

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

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

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

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

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

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



6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

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

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.



11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

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

13. TATA Code of Conduct

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

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

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



15. Retirement

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

16. Pre-employment Medical Certificate

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

17. Employment of Non Indian Citizens

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

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

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

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



*There is no disciplinary case pending against you in the university

*If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

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

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

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

21. Letter of Appointment

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

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

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



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCSL Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

| | |
|-----------------------|---|
| Name | Harshitha S |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|----------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 10,200 | 1,22,400 |
| Bouquet Of Benefits # | 13,000 | 1,56,000 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,224 | 14,688 |
| Gratuity | 490 | 5,887 |
| Total of Annual Components & Retirals | 1,715 | 28,475 |
| Retention Incentive | NA | 0 |
| TOTAL GROSS | 27,415 | 3,36,875 |

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

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

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

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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

| Component Category | Monthly | Annual |
|----------------------------------|----------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Conveyance Allowance | 800 | 9,600 |
| Leave Travel Assistance | 850 | 10,200 |
| Sundry Medical Reimbursement | 500 | 6,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 6,270 | 75,240 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |



Annexure 2

Regional Offices

| | |
|--|---|
| <p>Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601</p> | <p>Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114</p> |
| <p>Chennai Lead- Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555</p> | <p>Delhi Lead-Talent Acquisition Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735</p> |
| <p>Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222</p> | <p>Kolkata Lead-Talent Acquisition TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003</p> |
| <p>Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001</p> | <p>Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190</p> |
| <p>Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107</p> | <p>Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499</p> |



Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.



2. Retainer/Consultant's Obligations

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of Retainer/Consultant-ship, the Retainer/Consultant agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

The Retainer/Consultant agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and the Retainer/Consultant hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests the Retainer/Consultant may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.



4. Prior knowledge

The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines

The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Retainer/Consultant's Rights

The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.



9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.



ECE

Offer: Computer Consultancy
Ref: TCSL/CT20172238227/Bangalore
Date: 10/01/2018

Ms. Harshitha S
Srinivas NChadalapura,
Doddamarali,
Chikkaballapura-562103,
Karnataka.
Tel# -

Dear Harshitha S,

Sub: Letter of Offer

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

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

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

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

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

TCS Confidential
TCSL/CT20172238227

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



GROSS SALARY SHEET

Annexure 1

| | |
|----------------|--|
| Name | Harshitha S |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|---------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 10,200 | 1,22,400 |
| Bouquet Of Benefits # | 13,000 | 1,56,000 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,224 | 14,688 |
| Gratuity | 490 | 5,887 |
| Total of Annual Components & Retirals | 1,715 | 28,475 |
| Retention Incentive | NA | 0 |
| TOTAL GROSS | 27,415 | 3,36,875 |

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

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

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

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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

| Component Category | Monthly | Annual |
|----------------------------------|---------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Conveyance Allowance | 800 | 9,600 |
| Leave Travel Assistance | 850 | 10,200 |
| Sundry Medical Reimbursement | 500 | 6,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 6,270 | 75,240 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |

TCS Confidential
TCSL/CT20172238227

TATA CONSULTANCY SERVICES

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



Offer: Computer Consultancy
Ref: TCSL/CT20172325827/Bangalore
Date: 10/01/2018

Ms. Harshitha R
No-11/B Vrishabhadri, 3rd Coss, Devappa Garden, Nagashettyhalli.3rd Cross,
Nagashettyhalli,
Bengaluru-560094,
Karnataka.
Tel# -

Dear Harshitha 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 assigned a role in the **IT Infrastructure Services (ITIS)** Unit, which is subject to change as per the business requirements of TCSL.

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

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

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

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TCSL/CT20172325827

1



COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to 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 ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Conveyance Allowance

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

3. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or 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.

4. Sundry Medical Reimbursement

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



5. Personal Allowance

You will be eligible for a monthly personal allowance of of ₹6,270/- per month. This component is subject to review and may change as per TCSL's compensation policy.

6. 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 Initial Learning Programme.

CITY ALLOWANCE

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



OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹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.

TCS Confidential

TCSL/CT20172325827

4

TATA CONSULTANCY SERVICES

WYDEHI 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



Loans

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

Professional Memberships

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

RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

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

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



2. Disclaimer

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

3. Training Period

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

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

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

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

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

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



6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

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

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.



11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

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

13. TATA Code of Conduct

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

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

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



15. Retirement

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

16. Pre-employment Medical Certificate

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

17. Employment of Non Indian Citizens

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

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

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

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



*There is no disciplinary case pending against you in the university

*If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

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

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

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

21. Letter of Appointment

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

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

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



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCSL Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

| | |
|-----------------------|---|
| Name | Harshitha R |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|----------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 10,200 | 1,22,400 |
| Bouquet Of Benefits # | 13,000 | 1,56,000 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,224 | 14,688 |
| Gratuity | 490 | 5,887 |
| Total of Annual Components & Retirals | 1,715 | 28,475 |
| Retention Incentive | NA | 0 |
| TOTAL GROSS | 27,415 | 3,36,875 |

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

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

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

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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

| Component Category | Monthly | Annual |
|----------------------------------|----------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Conveyance Allowance | 800 | 9,600 |
| Leave Travel Assistance | 850 | 10,200 |
| Sundry Medical Reimbursement | 500 | 6,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 6,270 | 75,240 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |



Annexure 2

Regional Offices

| | |
|--|---|
| <p>Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601</p> | <p>Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114</p> |
| <p>Chennai Lead- Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555</p> | <p>Delhi Lead-Talent Acquisition Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735</p> |
| <p>Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222</p> | <p>Kolkata Lead-Talent Acquisition TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003</p> |
| <p>Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001</p> | <p>Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190</p> |
| <p>Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107</p> | <p>Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499</p> |



Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.



2. Retainer/Consultant's Obligations

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of Retainer/Consultant-ship, the Retainer/Consultant agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

The Retainer/Consultant agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and the Retainer/Consultant hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests the Retainer/Consultant may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.



4. Prior knowledge

The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines

The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Retainer/Consultant's Rights

The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.



9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.



#15, 3rd Main, 3rd Cross, Maruthi Nagar, Shreyas colony, JP Nagar 7th Phase - 560078

To,
The Placement Officer
REVA University
Bangalore - 560064

Date: 15th March, 2018

Respected Sir,

We are pleased to inform you that our company has successfully completed the recruitment process for the current academic year at your esteemed institution. We are happy to announce that we have identified some exceptional talent and would like to extend job offers to the selected students. The roles and the students selected against each role along with the compensation break up is as under:

I. Process Executive Role

| Sl. No | Name | Role | CTC in LPA |
|--------|---------------------|-------------------|------------|
| 1 | Abhishek B R | Process Executive | 2.8 |
| 2 | Bindu S M | Process Executive | 2.8 |
| 3 | C Sai Prathik Reddy | Process Executive | 2.8 |
| 4 | C Sumanjali | Process Executive | 2.8 |
| | | | |
| 6 | Kavya V | Process Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Process Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

II. Sales Trainee L & D

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------------------------|-------------------|------------|
| 1 | Pinaki Lalit Agarwal | Sales trainee-L&D | 2.4 |
| 2 | Poojarani | Sales trainee-L&D | 2.4 |
| 3 | Rohith M Nayak | Sales trainee-L&D | 2.4 |
| 4 | Shruti | Sales trainee-L&D | 2.4 |
| 5 | Siddanthi Narasimham Vikram Simha | Sales trainee-L&D | 2.4 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Sales Trainee L & D | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 144000 |
| 2 | House Rent Allowance | 57600 |
| 3 | Special Allowance | 38400 |
| 4 | Total Compensation | 240000 |

III. Verbal Trainer

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------|----------------|------------|
| 1 | J Kalyan Kumar | Verbal Trainer | 2.8 |
| 2 | Kavya Patil | Verbal Trainer | 2.8 |
| 3 | Nidhi Kumari | Verbal Trainer | 2.8 |
| 4 | Rohan Nagaraj Kora | Verbal Trainer | 2.8 |
| 5 | Saquib Shaik | Verbal Trainer | 2.8 |
| 6 | Sharada N.S | Verbal Trainer | 2.8 |
| 7 | Swathi K V | Verbal Trainer | 2.8 |
| 8 | Ankitha B C | Verbal Trainer | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Verbal Trainer | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

IV. Marketing Associate

| Sl. No | Name | Role | CTC in LPA |
|--------|-----------------------|---------------------|------------|
| 1 | Manikandan R | Marketing Associate | 2.6 |
| 2 | Manjula Venkateswarlu | Marketing Associate | 2.6 |
| 3 | Manjunath Teja N | Marketing Associate | 2.6 |
| 4 | Manoj H E | Marketing Associate | 2.6 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Marketing Associate | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 156000 |
| 2 | House Rent Allowance | 62400 |
| 3 | Special Allowance | 41600 |
| 4 | Total Compensation | 260000 |

V. Business Development Specialist

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|---------------------------------|------------|
| 1 | ANUSHA V | Business Development Specialist | 2.8 |
| 2 | Ibrahim Mohamed Omar | Business Development Specialist | 2.8 |
| 3 | KRUTHIKA M R | Business Development Specialist | 2.8 |

| Compensation Break up | | |
|-----------------------|---------------------------------|-----------------|
| Position | Business Development Specialist | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |
| | | |

VI. Training Relationship Manager

| Sl. No | Name | Role | CTC in LPA |
|--------|---------------------------------------|------------------------------|------------|
| 1 | Kiran M | Trainee Relationship Manager | 3 |
| 2 | Poornima S | Trainee Relationship Manager | 3 |
| 3 | Pradeep Kumar | Trainee Relationship Manager | 3 |
| 4 | Rahul Koudal | Trainee Relationship Manager | 3 |
| 5 | Ranjith S D | Trainee Relationship Manager | 3 |
| 6 | Alam Nikesh | Trainee Relationship Manager | 3 |
| 7 | Amulya T C | Trainee Relationship Manager | 3 |
| 8 | Chejarla Venkata Vidya Sagar Reddy | Trainee Relationship Manager | 3 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Trainee Relationship Manager | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 180000 |
| 2 | House Rent Allowance | 72000 |
| 3 | Special Allowance | 48000 |
| 4 | Total Compensation | 300000 |

VII. Branding Executive

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|--------------------|------------|
| 1 | Bandee Vamsi Krishna | Branding Executive | 2.8 |
| 2 | Bhimesh | Branding Executive | 2.8 |
| 3 | Charchitha N Behura | Branding Executive | 2.8 |
| 4 | Kumar V | Branding Executive | 2.8 |
| 5 | Megha R | Branding Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Branding Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

We have reviewed their academic records, conducted thorough interviews, and are confident that they possess the necessary skills and qualities required to contribute to our company's success.

We will be sharing the individual offer letters for each of the selected candidates with copies marked to you.

We request you to kindly inform us about their examinations and the expected date they will be able to join our organization. We will plan their joining dates accordingly.

We would like to express our gratitude to you and your team for your cooperation and support throughout the recruitment process. It has been a pleasure working with your institution, and we hope to continue this partnership in the future.

Thank you once again for your valuable assistance.

Yours Sincerely,

For Bizotic Talent Solutions Private Limited

Ramyashree S



Ramyshree S
Head of Finance & Operations

5th October, 2017

To,
Ms. Hinal Thakkar,
Tel.No: 9880164524

Dear Hinal,

This has reference to the interview and discussions you had with us. We are pleased to appoint you as "Graduate Trainee". You would be on assignment for a period of three months. Based on your good performance during the assignment period you would be taken on probation. On successful completion of probation period your services would be confirmed and you would be re-designated as "Career Development Officer".

Find below your compensation details.

| | | (Amount in Rupees.) | |
|--|----------|----------------------------|--------------------|
| | | Per Month | Per Annum |
| Basic Salary | : | 19,000.00 | 2,28,000.00 |
| House Rent Allowance | : | 950.00 | 11,400.00 |
| Transport Allowance | : | 470.00 | 5,640.00 |
| Statutory Annual Bonus (To be paid on Monthly Basis) | : | 1,580.00 | 18,960.00 |
| Daily Travel Reimbursement (Only for the days of field work @ Rs.150/-) | : | 3,000.00 | 36,000.00 |
| Performance Incentive (Payable based on the achievement of Monthly targets) | : | 10,000.00 | 1,20,000.00 |
| Performance cum Continuity Bonus (Annual) (Payable based on the achievement of targets for the year and continuity in the organization for at least 1 year) | : | 2,000.00 | 24,000.00 |
| Total: Rs. Four Lakh Forty Four Thousand only p.a. | : | 37,000.00 | 4,44,000.00 |

Regards,
Jaro Education

SushantMallya
Sr. Manager – Human Resource

I agree to the above and attached terms & condition_____Dated_____

5th October, 2017

To,
Ms. Hinal Thakkar,
 Tel.No: 9880164524

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This has reference to the interview and discussions you had with us. We are pleased to appoint you as "Graduate Trainee". You would be on assignment for a period of three months. Based on your good performance during the assignment period you would be taken on probation. On successful completion of probation period your services would be confirmed and you would be re-designated as "Career Development Officer".

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Regards,
 Jaro Education

SushantMallya
 Sr. Manager - Human Resource

I agree to the above and attached terms & condition _____ Dated _____

Date: 31st January 2018

FORM 'A'

To,

Hithesh S
Bangalore

Dear Hithesh S, INTLPTSS31072018/04

We are pleased to forward you the Offer Letter attached herein and would like to formally welcome you to the growing Intellipaate family.

We are sure that you have had sufficient opportunity to understand in detail about your job role and about the organization. We would be glad to provide you with further clarification if you need it.

You are required to report for duty at our Bangalore office. The address of our office is as follows:

Address: 1st Floor, Khykha Court-I, No.5,

1st cross, Madiwala, Hosur Road,

1st cross Rd, Bengaluru, Karanataka-560068

We are in the process of building a robust organization, wherein professionals would find full satisfaction of working in an interesting, challenging and fruitful job environment. In this connection, we are eagerly looking forward to your contributions to the Intellipaate family as a valued employee soon.

Kindly return the duplicate copy of the appointment letter, duly signed, as a token of your acceptance of the same

We look forward to a mutually beneficial and long lasting relationship with you.

Yours Truly,

For Intellipaate Software Solutions Private Limited

Anisha Goyal
Talent Acquisition Specialist

Congratulations!!!

We at Xoriant are delighted to offer the below mentioned student(s),
position of Associate Software Engineer.

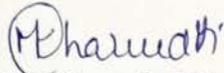
| Name of Student | Specialization |
|-----------------|----------------|
| HM Chandana | CSE |
| Apoorva D A | CSE |

They would receive their offer letter by 2nd week of February 2018 with the
joining date as 2nd July 2018.

We look forward to a long-term relationship and your success at Xoriant.

Note: Joining will be subject to the clearance of all subjects and obtaining
pass certificate from the university.

Sincerely,
For Xoriant Solutions Pvt. Ltd.



Manjunath Dharmatti
Deputy Manager – HR



Date: July 25, 2017

Ref: LTI/HR/Campus/2018

Name: Harika G

College: Reva Institute Of Science And Management, Bangalore

OFFER OF EMPLOYMENT

Dear Harika G,

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

During the initial training period of 12 months, your CTC including all benefits will be **Rs.2,48,000/-** as per the details mentioned in '**Annexure-1**'.

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

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

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

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

TERMS AND CONDITIONS

1. **Increments and Promotions**

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

2. **Overseas Deputation/International Assignment**

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

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

3. **Documents**

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

Name: Mr. Sridhar J
Grade: T1
Designation: Engineer



| Components | Annual | Monthly |
|--|-----------------|---------------|
| Basic Salary | 230661 | 19222 |
| Flexible Benefits (FBP) | 369058 | 30755 |
| Half Yearly Incentive (Fixed) | 72500 | 6042 |
| Sub Total | | 56,019 |
| Provident Fund (Company Contribution) | 27679 | |
| Gratuity | 13102 | |
| Accident & Medical Insurance | 12000 | |
| Annual Total Compensation (ATC) | 7,25,000 | |

One time joining bonus to be paid on completion of 3 months **25000**

Company Contribution towards Benefits

| | Company Contribution (Approx. Amount) |
|------------------------------|--|
| Accident & Medical Insurance | 24000 |
| Life Insurance | 2420 |
| Cafeteria Services | 27259 |
| Sub Total | 53,679 |

Benefits:

- * Medical Insurance (floater) for self, spouse, children & parents / parent in laws: **5 lac.**
- * Accident Insurance for self only: **Rs. 20 lac.**
- * Term Life Insurance for self only: T0 to T1: **10 lacs**, T2: **15 lacs**, T3: **25 lacs**, T4: **35 lacs**, T5: **50 lacs** & T6: **75 lacs**.
- * Gratuity: Is payable to an employee whenever he / she leaves after **completion of 3 years**.
- * Cafeteria: Free of cost lunch facility at its cafeteria.
- * Company Lease: Company would pay the security and advance (usually equivalent to six months rent) and recover from salary over 24 months
- * 14 days Casual/Sick Leave (CL) and 18 days Privilege Leave (PL) per year - prorated. Holidays falling in-between are

Note:

- * The Performance review cycle is January – December
- * The Compensation review cycle is April – March. While deciding the ATC for candidates joining between October - March period, the compensation committee, builds in the projected salary increase for next year. As such
- * Half Yearly Incentive (HYI) will be paid on monthly basis (prorated)
- * There will not be any cash reimbursement in lieu of the benefits in case you do not wish to opt for one or more of the benefits mentioned above.
- * You have the choice to take FBP as a non-taxable amount to the extent you provide bills towards HRA, LTA, Additional Insurance Purchase and Professional Development Allowance. It would however be governed by the IT Employee deputed to local client site will be eligible for a local on-site allowance of Rs. 7500 per month. This is given
- * in order to compensate the employee for meeting miscellaneous expenses in-lieu of facilities that may not at times be available at the client site. The site allowance will be prorated for the period that an employee is deputed at the client site.

Org. Structure

| Grade | Designations | | |
|-------|---------------------|-------------------------|-------------------|
| | Engineering | | Support |
| T6 | AVP | Chief Engineer | AVP |
| T5 | Director | Systems Design Engineer | Director |
| T4 | Engineering Manager | Sr. Principal Engineer | Manager |
| T3 | Principal Engineer | | Assistant Manager |
| T2 | Sr. Engineer | | Sr. Executive |
| T1 | Engineer | | Executive |

Name: Mr. Sridhar J
Grade: T1
Designation: Engineer



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|--|-----------------|---------------|
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Benefits:

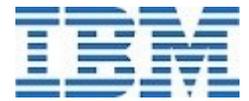
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| T4 | Engineering Manager | Sr. Principal Engineer | Manager |
| T3 | Principal Engineer | | Assistant Manager |
| T2 | Sr. Engineer | | Sr. Executive |
| T1 | Engineer | | Executive |



June 25, 2018

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

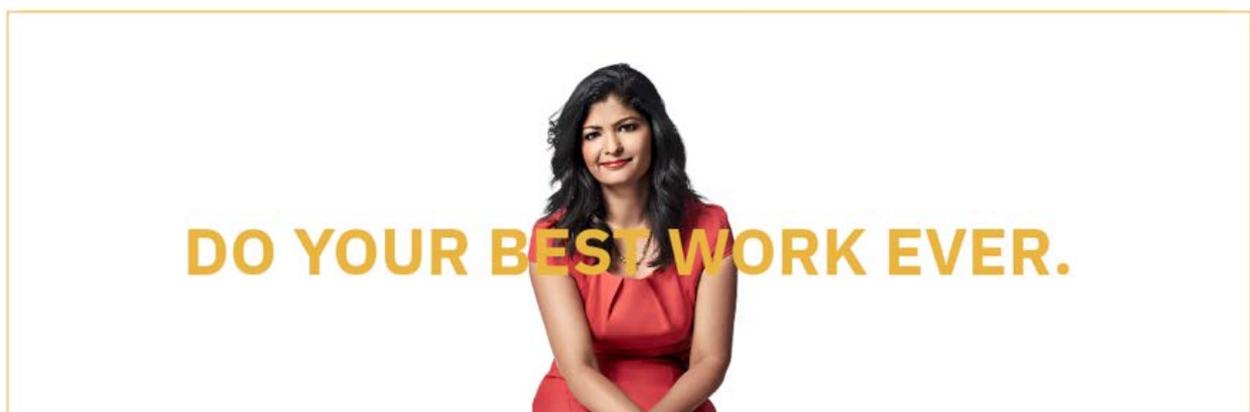
Dear Kaushik Y H

At IBM you can innovate breakthroughs and help make life changing impact. We are experts in nearly every technical, scientific and business field. As IBMers, we are proud to apply our expertise in countries we are citizens of; all united by a single purpose: to be essential.

We invite you to join us as a Associate System Engineer, in band 06G and experience an inclusive, collaborative and learning culture with the support of technical & business experts, mentors, leaders and colleagues worldwide. You will thrive in an environment that cultivates creativity and individuality; and; be part of projects that help make the world work better.

Talent development is strategic to IBM; and you will have access to a unique learning platform powered by IBM's Watson, IBM Cloud and IBM Bluemix to help you learn quicker, learn smarter, and help the company stay agile and top-notch.

Your letter of employment is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcome you to be a part of our team.





June 25, 2018

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91–80–49139999
<http://www-07.ibm.com/in/careers/>

Dear Kaushik Y H

We are pleased to offer you the position of Associate System Engineer, in band 06G at IBM India Pvt Ltd (IBM or Company). The terms and conditions of your employment contract at IBM are detailed below. Please read these important details carefully, including your compensation and benefits.

Initially, you will have to undergo an IBM trainee program specially designed for all college campus hires. This training is to enable you to acclimatize to the industry and post qualifying, accelerate your transition to a live project.

You must complete your formal course of education, including final semester examinations to establish your qualifications, before joining. Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% or 6.5 CGPA in Bachelors & Post-Graduation and 60% or 6.0 CGPA in SSLC or X, HSC/PUC/XII, Diploma or the equivalent, failing which IBM may, at its sole discretion, withdraw this offer of employment.

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e July 2, 2018. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- On your first day of employment, please report at 9:00 am to the Main Lobby located at Block D3, Manyata Embassy Business Park, Nagawara Outer Ring road, Bangalore–560045.

If you have questions about your First Day Documentation, send an email to eschoolhiring@in.ibm.com

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms &



Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer – Relieving letter or service certificate or resignation acceptance e-mail with last working day (LWD) confirmation.
- Passport and Pan card– If you do not have a Passport or Pan card you need to bring one of the following IDs.
 - Voter ID card
 - Driving License
 - Aadhaar Card
 - Senior Secondary result/certificate with DOB and photo (for university hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry any one of the following as mentioned above to complete on boarding process.
- Disability certificate – If you have stated in your application to IBM that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.
- Name change document – If you have ever changed your name at any point of time, and for any reason whatsoever. Valid Indian Work Permit, if applicable.
- Education documents (for university hires only) – Degree certificate and all year mark sheets for the highest degree attained.

Please contact us via eschoolhiring@in.ibm.com for any queries regarding your employment offer.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- You are required to join work at your onboarding location, where you may be assigned to a specific training stream based on business requirements. You will undergo training at a specified location for a specified duration of time. (Your training location and the duration of training may change due to business requirements). You will be expected to undergo your training in any skill at the discretion of the Company.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, IBM frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with IBM and take any necessary steps to ensure a smooth transition.



- After the successful completion of the training program, you are expected to join your allocated posting in any location across India as specified by the Company. This may be different from your joining location. Please also note that, your services are transferable and you may be assigned to any office of IBM, a subsidiary, or associate company, or may be required to work out of a client location. In such case, you will be governed by the policies of that location. Any refusal to take up the assignment or projects assigned to you for any reason whatsoever, including location preferences, will be deemed to be a refusal to follow instructions of the Company, and may result in strict action against you, including termination of your services with the Company.
- (Note: It is clarified that IBM may also require you to work from any such offices within the same city (or, in the case of employees working in the National Capital Region, may require you to work from any such offices at Noida, Delhi or Gurgaon)).
- Your offer is contingent upon you agreeing to authorize IBM to recover a sum of INR 100000/- (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with IBM are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining IBM or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- Your appointment and continued employment at IBM is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your designation may be changed at the discretion of the Company depending on the work assigned to you.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. You are also expected to successfully complete and pass the Company's final assessments, which shall be administered at the end of your training period. Failure to pass these assessments, as determined solely by the Company, may result in termination from the services of the Company. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.



- IBM encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with IBM, you will be required to comply with the following:
 - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
 - You agree to utilize IBM's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to IBM's business.
 - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of IBM.
 - You also understand and acknowledge that IBM requires its employees to be productively and effectively utilized at all times. IBM maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to IBM's processes and policies.
 - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
 - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with IBM.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without IBM's prior written authorization.
- You will, by default, be enrolled in IBM's Group Medclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in IBM policies are subject to change at the Company's discretion. You will be entitled to privilege leave in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to IBM operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues



based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.

- All employees are required to read and comply with IBM's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, IBM shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join IBM. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) – which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at IBM office Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to IBM , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

Settling in Allowance – A one-time amount of INR 25000 towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 15th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) – no additional amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from IBM, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to IBM. You may be required to repay to IBM any taxes that were



deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by IBM, IBM may recover all such amounts from your final settlement.

A One time Premium Component of INR 25000/-, paid to you after you have joined IBM. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 15th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. If you resign from IBM, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire Premium Component to IBM. The Premium Component is subject to appropriate income tax as per law. You may be required to repay to IBM any taxes that were deducted from your Premium Component and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by IBM, IBM may recover all such amounts from your final settlement.



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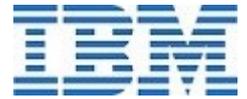
ANNEXURE A

| | | | |
|--|---------------------------|---------------------------|-----------|
| DATE | June 25, 2018 | | |
| NAME | Kaushik Y H | BAND | 06G |
| DESIGNATION | Associate System Engineer | LOCATION | BANGALORE |
| <u>Compensation Components</u> | | <u>IBM Offer (in INR)</u> | |
| 1. Annual Basic Salary | | 135135 | |
| 2. Annual Flexible Benefit Plan (FBP) | | 162162 | |
| 3. Annual Reference Salary (ARS) | | 297297 | |
| 4. Retirals | | | |
| a) Provident Fund (PF) | | 16216 | |
| b) Gratuity @ 4.8% | | 6486 | |
| 5. Annual Reference Salary + Retirals | | 320000 | |

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining IBM. Please note: IBM reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining IBM. Please note: IBM reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.



OTHER BENEFITS:

- By default, you will be enrolled in the Group Medclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 45 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

OTHER COMMITMENTS/ CONDITIONS



The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At IBM, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to IBM on your on boarding day.

Signed By – IBM Authorized Signatory
Director – Talent Acquisition ISA

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING))

I agree that I have read, understand, and accept employment with IBM under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and IBM's acknowledgment of the same and the affixing of a signature by the IBM representative shall be adequate to constitute a valid contract of employment between IBM India Pvt Ltd. and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY – TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE



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Explanation of Compensation Components

| Component | Summary Explanation* |
|----------------------------------|--|
| 1. Basic Salary | The fundamental salary component to which many other compensation components are linked. |
| 2. Flexible Benefit Plan (FBP) | This is valued at 120% of your Basic Salary. The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below. |
| (a) Leave Travel Allowance (LTA) | LTA can be used for up to maximum of economy class airfare twice during a 4 year period as per Income tax rules. |
| (b) Medical | INR 15,000/- per annum. To be used for medical expenses. |
| (c) House Rent Allowance | Maximum 50% of Basic Salary per annum. To be used for house rent. |
| (d) Conveyance Allowance | Maximum INR 1600/- per month. To be used for vehicle expenses. |
| (e) "Flat" Allowance | Remaining FBP funds and is a taxable amount. |
| 3. Retirals | These elements of compensation are not paid out until later when certain conditions are met. |
| (a) Provident Fund (PF) | 12% of Basic Salary is contributed to the Provident Fund. |
| (b) Gratuity | 4.8% of Basic Salary, which is included as a part of your Annual Remuneration denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the IBM Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall not exceed Ten Lakh rupees (INR 1,000,000). |
| (c) ESIC | Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same. |
| Annual Reference Salary | Annual Basic Salary + Annual FBP |

**For detailed information please refer to Company policies, which are subject to change from time to time.*



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Other Benefits- Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:

This is a company paid benefit which provides group term life coverage to all employees of IBM India Pvt. Ltd. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. The coverage is subject to completion of the Insurance Company's prescribed insurance underwriting procedure and awarding of coverage by the insurance company. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:

This is a company paid benefit which provides group personal accident coverage to all employees of IBM India Pvt. Ltd. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediciam Insurance Policy for Self and nuclear family (spouse and up to 4 children)

By default, you will be enrolled in the Group Mediciam Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 45 days of your joining. If you decide to avail Mediciam insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 45 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 45 days of the child birth) and newly married spouse (within 45 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *

**Subject to enrolling the new dependent within 45 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer

This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit

Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediciam Insurance Policy.

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all IBM India Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and



maximum of 10% of your Flexible Benefit Plan, on IBM Intranet. You can find more details about this program on IBM intranet.

Compensation under Employees Compensation Act

All IBM employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

- a) In case of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having been under the influence of drink or drugs or willfully disobedience of any order expressly given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.
- b) In case of any injury resulting in Death or permanent total disability.
- c) In case of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*



Important Letter on Transfer / Relocation / Type of Work Assigned

Date – June 25, 2018

Dear Kaushik Y H,

This letter reiterates some of your obligations with respect to your employment with IBM India Pvt Ltd., and contains important information on your initial training and work assignment.

You are required to join at BANGALORE where you may be allocated to a specific training stream based on the organization's business requirements. You will undergo training at BANGALORE for a specified duration of time. You will be expected to undergo the training in any skill or technology at the discretion of the organization.

After the successful completion of the training program, you may be deployed on work and are expected to work at the allocated posting in any location across India as specified by the organization. This may be different from your joining / training location. The type of work assigned may vary from one assignment to the other.

Please also note that, your services are transferable, and you may be assigned to any office of IBM, a subsidiary, or associate company. In such case, you will be governed by the policies of that location. Any refusal to take up the specific assigned location / assignment / projects / type of work assigned to you will be viewed as a refusal to follow instructions of the Company, may result in strict action against you and could result in your termination from the services of the organization. (Note: It is clarified that IBM may also require you to work from any such offices within the same city (or, in the case of employees working in the National Capital Region, may require you to work from any such offices at Noida, Delhi or Gurgaon)).

We wish you all the best for a rewarding career with IBM India. If you have any queries, please write to eschoolhiring@in.ibm.com

Please sign on a copy of this letter and return the same to On-Boarding coordinator, to indicate your understanding and acknowledgement of the contents of this letter Signature.

Signature.



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ANNEXURE B – NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # : _____ Date Of Hire : ___ / ___ / _____

In consideration of my employment or my continued employment by International Business Machines Corporation or one of its subsidiaries or affiliates (collectively, "IBM"), which I acknowledge is employment at will, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without IBM's prior written permission, disclose to anyone outside of IBM or use in other than IBM's business, either during or after my employment, any confidential information or material of IBM, or any information or material received by IBM in confidence from third parties, such as suppliers or customers. If I leave the employ of IBM or at the request of IBM, I will return to IBM all property in my possession belonging to IBM or received by IBM from any third party, whether or not containing confidential information and whether stored on an IBM owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, diskettes and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

Confidential information or material of IBM is any information or material: (a) generated or collected by or utilized in the operations of IBM; received from any third party; obtained from an entity IBM acquired or in which IBM purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of IBM; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "IBM Confidential" or with any similar legend of IBM or any third party. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or personnel matters; marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases.

2. (a) During my employment with IBM and for two years following the termination of my employment from IBM for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of IBM to be employed or perform services outside of IBM. For purposes of this Paragraph 2(a), "Restricted Area" shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with IBM. Also, for purposes of this Paragraph 2(a), "employee of IBM" shall mean any employee of IBM who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation. (b) I agree that during my employment with IBM and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the twelve (12) months prior to the termination of my employment with IBM. This paragraph 2(b) does not apply to any IBM employee whose work location as reflected in IBM records is within the state of California.

I acknowledge that IBM would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that IBM would be entitled to any appropriate relief, including money damages, equitable relief and attorneys' fees.

3. I will not disclose to IBM, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by IBM. In addition, I will not incorporate into any product used and/or sold by IBM, any copyrighted materials or patented inventions of any third party, unless authorized by IBM pursuant to Paragraph 5.

4. I will comply, and do all things necessary for IBM to comply, with (a) the laws and regulations of all governments under which IBM does business, (b) the provisions of contracts between any such government or its contractors and IBM that relate to intellectual property or to



the safeguarding of information, and (c) IBM's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the IBM Business Conduct Guidelines as amended from time to time.

5. I hereby assign to IBM my entire right, title, and interest in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, and the like (all hereinafter called "Developments"), hereafter made, conceived, written, or otherwise created solely or jointly by me, whether or not such Developments are patentable, subject to copyright or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of IBM or its subsidiaries or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of IBM or its subsidiaries.

If, by operation of law such right, title, and interest in Developments vest in IBM upon creation, I acknowledge that such right, title, and interest belong to IBM. Also, I hereby assign to IBM my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that IBM acquired or in which IBM purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.

In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code. The above provisions concerning assignment or ownership of Developments apply to Developments created while employed by IBM in an executive, managerial, professional, product or technical planning, technical, research, programming, or engineering capacity (including development, product, manufacturing, systems, applied science, and field engineering) or otherwise.

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with IBM, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to IBM (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use or cause to be used, any Excluded Developments in IBM's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that IBM acquired or in which IBM purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my IBM employment.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g. United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g. title of publication), the creation date of the Excluded Development, and to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

| Description of Excluded Development | Date Created | Named Party/Termination Date |
|-------------------------------------|--------------|------------------------------|
| | | |
| | | |
| | | |

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. IBM requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest IBM in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to IBM.

6. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the IBM



Intellectual Property Law Department; and (b) I will, on IBM's request, promptly execute a specific assignment of title to IBM or its designee, and do anything else reasonably necessary to enable IBM or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the IBM Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by IBM. I also agree to promptly notify the IBM Intellectual Property Law Department if, after I leave the employ of IBM, I am contacted by anyone or any entity outside of IBM regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

7. IBM and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by IBM and are for the benefit of IBM and its subsidiaries, licensees, successors, and assigns.

8. I agree that IBM, its services providers and other third parties authorized by IBM will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with IBM and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to IBM, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of IBM assets, background check results, bank account information, and disability or medical information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at IBM.

IBM provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all IBM policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on IBM's internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside IBM, who have access to these tools.

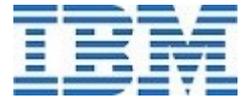
9. The term "subsidiaries," as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by International Business Machines Corporation.

10. The term "employment at will," as used in this Agreement, means the employment at the mutual consent of both me and IBM. Accordingly, either IBM or I can terminate the employment relationship at will, at any time, with or without cause or advance notice. However, this clause does not relieve me of my responsibility to serve the notice period in accordance with my terms of employment, in the event of my resignation from the services of IBM.

11. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by IBM in writing upon my hire or transfer of employment to IBM. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for International Business Machines Corporation and myself.

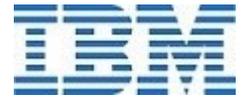
12. This Agreement shall be governed by the laws of India. If any provision of this Agreement is unenforceable at law, the remainder shall remain in effect. I recognize that any violation of my obligations described herein would cause IBM to suffer irreparable harm and can result in disciplinary action, including dismissal from IBM, and any other appropriate relief for IBM including money damages, equitable relief and attorneys fees.

13. This Agreement shall constitute a part of my terms of employment with IBM, and is executed contemporaneously with my offer of employment/ employment contract with IBM.



My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

| | | | |
|----------------------|----------------------|---------------------|------|
| | | | |
| Employee's Full Name | Employee's Signature | Employee Serial No. | Date |



June 25, 2018

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Chetan V

At IBM you can innovate breakthroughs and help make life changing impact. We are experts in nearly every technical, scientific and business field. As IBMers, we are proud to apply our expertise in countries we are citizens of; all united by a single purpose: to be essential.

We invite you to join us as a Associate System Engineer, in band 06G and experience an inclusive, collaborative and learning culture with the support of technical & business experts, mentors, leaders and colleagues worldwide. You will thrive in an environment that cultivates creativity and individuality; and; be part of projects that help make the world work better.

Talent development is strategic to IBM; and you will have access to a unique learning platform powered by IBM's Watson, IBM Cloud and IBM Bluemix to help you learn quicker, learn smarter, and help the company stay agile and top-notch.

Your letter of employment is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcome you to be a part of our team.





June 25, 2018

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91–80–49139999
<http://www-07.ibm.com/in/careers/>

Dear Chetan V

We are pleased to offer you the position of Associate System Engineer, in band 06G at IBM India Pvt Ltd (IBM or Company). The terms and conditions of your employment contract at IBM are detailed below. Please read these important details carefully, including your compensation and benefits.

Initially, you will have to undergo an IBM trainee program specially designed for all college campus hires. This training is to enable you to acclimatize to the industry and post qualifying, accelerate your transition to a live project.

You must complete your formal course of education, including final semester examinations to establish your qualifications, before joining. Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% or 6.5 CGPA in Bachelors & Post-Graduation and 60% or 6.0 CGPA in SSLC or X, HSC/PUC/XII, Diploma or the equivalent, failing which IBM may, at its sole discretion, withdraw this offer of employment.

Acceptance and Commencement

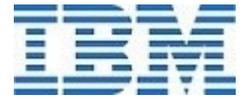
Your appointment will be effective on your joining date, i.e July 2, 2018. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- On your first day of employment, please report at 9:00 am to the Main Lobby located at Block D3, Manyata Embassy Business Park, Nagawara Outer Ring road, Bangalore–560045.

If you have questions about your First Day Documentation, send an email to eschoolhiring@in.ibm.com

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms &



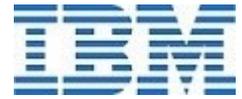
Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer – Relieving letter or service certificate or resignation acceptance e-mail with last working day (LWD) confirmation.
- Passport and Pan card– If you do not have a Passport or Pan card you need to bring one of the following IDs.
 - Voter ID card
 - Driving License
 - Aadhaar Card
 - Senior Secondary result/certificate with DOB and photo (for university hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry any one of the following as mentioned above to complete on boarding process.
- Disability certificate – If you have stated in your application to IBM that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.
- Name change document – If you have ever changed your name at any point of time, and for any reason whatsoever. Valid Indian Work Permit, if applicable.
- Education documents (for university hires only) – Degree certificate and all year mark sheets for the highest degree attained.

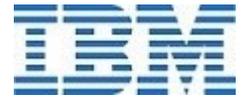
Please contact us via eschoolhiring@in.ibm.com for any queries regarding your employment offer.

The other terms and conditions of the offer are as follows:

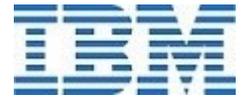
- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- You are required to join work at your onboarding location, where you may be assigned to a specific training stream based on business requirements. You will undergo training at a specified location for a specified duration of time. (Your training location and the duration of training may change due to business requirements). You will be expected to undergo your training in any skill at the discretion of the Company.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, IBM frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with IBM and take any necessary steps to ensure a smooth transition.



- After the successful completion of the training program, you are expected to join your allocated posting in any location across India as specified by the Company. This may be different from your joining location. Please also note that, your services are transferable and you may be assigned to any office of IBM, a subsidiary, or associate company, or may be required to work out of a client location. In such case, you will be governed by the policies of that location. Any refusal to take up the assignment or projects assigned to you for any reason whatsoever, including location preferences, will be deemed to be a refusal to follow instructions of the Company, and may result in strict action against you, including termination of your services with the Company.
- (Note: It is clarified that IBM may also require you to work from any such offices within the same city (or, in the case of employees working in the National Capital Region, may require you to work from any such offices at Noida, Delhi or Gurgaon)).
- Your offer is contingent upon you agreeing to authorize IBM to recover a sum of INR 100000/- (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with IBM are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining IBM or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- Your appointment and continued employment at IBM is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your designation may be changed at the discretion of the Company depending on the work assigned to you.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. You are also expected to successfully complete and pass the Company's final assessments, which shall be administered at the end of your training period. Failure to pass these assessments, as determined solely by the Company, may result in termination from the services of the Company. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.



- IBM encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with IBM, you will be required to comply with the following:
 - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
 - You agree to utilize IBM's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to IBM's business.
 - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of IBM.
 - You also understand and acknowledge that IBM requires its employees to be productively and effectively utilized at all times. IBM maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to IBM's processes and policies.
 - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
 - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with IBM.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without IBM's prior written authorization.
- You will, by default, be enrolled in IBM's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in IBM policies are subject to change at the Company's discretion. You will be entitled to privilege leave in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to IBM operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues



based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.

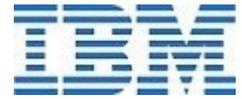
- All employees are required to read and comply with IBM's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, IBM shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join IBM. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) – which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at IBM office Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to IBM , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

Settling in Allowance – A one-time amount of INR 25000 towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 15th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) – no additional amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from IBM, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to IBM. You may be required to repay to IBM any taxes that were



deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by IBM, IBM may recover all such amounts from your final settlement.

A One time Premium Component of INR 25000/-, paid to you after you have joined IBM. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 15th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. If you resign from IBM, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire Premium Component to IBM. The Premium Component is subject to appropriate income tax as per law. You may be required to repay to IBM any taxes that were deducted from your Premium Component and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by IBM, IBM may recover all such amounts from your final settlement.



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ANNEXURE A

| | | | |
|--|---------------------------|---------------------------|-----------|
| DATE | June 25, 2018 | | |
| NAME | Chetan V | BAND | 06G |
| DESIGNATION | Associate System Engineer | LOCATION | BANGALORE |
| <u>Compensation Components</u> | | <u>IBM Offer (in INR)</u> | |
| 1. Annual Basic Salary | | 135135 | |
| 2. Annual Flexible Benefit Plan (FBP) | | 162162 | |
| 3. Annual Reference Salary (ARS) | | 297297 | |
| 4. Retirals | | | |
| a) Provident Fund (PF) | | 16216 | |
| b) Gratuity @ 4.8% | | 6486 | |
| 5. Annual Reference Salary + Retirals | | 320000 | |

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining IBM. Please note: IBM reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining IBM. Please note: IBM reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.



OTHER BENEFITS:

- By default, you will be enrolled in the Group Medigap Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 45 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

OTHER COMMITMENTS/ CONDITIONS



The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At IBM, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to IBM on your on boarding day.

Signed By – IBM Authorized Signatory
Director – Talent Acquisition ISA

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING))

I agree that I have read, understand, and accept employment with IBM under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and IBM's acknowledgment of the same and the affixing of a signature by the IBM representative shall be adequate to constitute a valid contract of employment between IBM India Pvt Ltd. and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY – TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

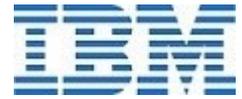


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Explanation of Compensation Components

| Component | Summary Explanation* |
|----------------------------------|--|
| 1. Basic Salary | The fundamental salary component to which many other compensation components are linked. |
| 2. Flexible Benefit Plan (FBP) | This is valued at 120% of your Basic Salary. The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below. |
| (a) Leave Travel Allowance (LTA) | LTA can be used for up to maximum of economy class airfare twice during a 4 year period as per Income tax rules. |
| (b) Medical | INR 15,000/- per annum. To be used for medical expenses. |
| (c) House Rent Allowance | Maximum 50% of Basic Salary per annum. To be used for house rent. |
| (d) Conveyance Allowance | Maximum INR 1600/- per month. To be used for vehicle expenses. |
| (e) "Flat" Allowance | Remaining FBP funds and is a taxable amount. |
| 3. Retirals | These elements of compensation are not paid out until later when certain conditions are met. |
| (a) Provident Fund (PF) | 12% of Basic Salary is contributed to the Provident Fund. |
| (b) Gratuity | 4.8% of Basic Salary, which is included as a part of your Annual Remuneration denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the IBM Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall not exceed Ten Lakh rupees (INR 1,000,000). |
| (c) ESIC | Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same. |
| Annual Reference Salary | Annual Basic Salary + Annual FBP |

**For detailed information please refer to Company policies, which are subject to change from time to time.*



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Other Benefits- Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:

This is a company paid benefit which provides group term life coverage to all employees of IBM India Pvt. Ltd. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. The coverage is subject to completion of the Insurance Company's prescribed insurance underwriting procedure and awarding of coverage by the insurance company. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:

This is a company paid benefit which provides group personal accident coverage to all employees of IBM India Pvt. Ltd. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Medclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)

By default, you will be enrolled in the Group Medclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 45 days of your joining. If you decide to avail Medclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 45 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 45 days of the child birth) and newly married spouse (within 45 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *

**Subject to enrolling the new dependent within 45 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer

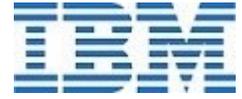
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit

Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Medclaim Insurance Policy.

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all IBM India Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and



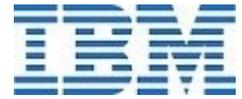
maximum of 10% of your Flexible Benefit Plan, on IBM Intranet. You can find more details about this program on IBM intranet.

Compensation under Employees Compensation Act

All IBM employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

- a) Incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.
- b) Incase of any injury resulting in Death or permanent total disability.
- c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*



Important Letter on Transfer / Relocation / Type of Work Assigned

Date – June 25, 2018

Dear Chetan V,

This letter reiterates some of your obligations with respect to your employment with IBM India Pvt Ltd., and contains important information on your initial training and work assignment.

You are required to join at BANGALORE where you may be allocated to a specific training stream based on the organization's business requirements. You will undergo training at BANGALORE for a specified duration of time. You will be expected to undergo the training in any skill or technology at the discretion of the organization.

After the successful completion of the training program, you may be deployed on work and are expected to work at the allocated posting in any location across India as specified by the organization. This may be different from your joining / training location. The type of work assigned may vary from one assignment to the other.

Please also note that, your services are transferable, and you may be assigned to any office of IBM, a subsidiary, or associate company. In such case, you will be governed by the policies of that location. Any refusal to take up the specific assigned location /assignment / projects / type of work assigned to you will be viewed as a refusal to follow instructions of the Company, may result in strict action against you and could result in your termination from the services of the organization. (Note: It is clarified that IBM may also require you to work from any such offices within the same city (or, in the case of employees working in the National Capital Region, may require you to work from any such offices at Noida, Delhi or Gurgaon)).

We wish you all the best for a rewarding career with IBM India. If you have any queries, please write to eschoolhiring@in.ibm.com

Please sign on a copy of this letter and return the same to On-Boarding coordinator, to indicate your understanding and acknowledgement of the contents of this letter Signature.

Signature.



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ANNEXURE B – NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # : _____ Date Of Hire : ___ / ___ / _____

In consideration of my employment or my continued employment by International Business Machines Corporation or one of its subsidiaries or affiliates (collectively, "IBM"), which I acknowledge is employment at will, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without IBM's prior written permission, disclose to anyone outside of IBM or use in other than IBM's business, either during or after my employment, any confidential information or material of IBM, or any information or material received by IBM in confidence from third parties, such as suppliers or customers. If I leave the employ of IBM or at the request of IBM, I will return to IBM all property in my possession belonging to IBM or received by IBM from any third party, whether or not containing confidential information and whether stored on an IBM owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, diskettes and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

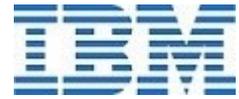
Confidential information or material of IBM is any information or material: (a) generated or collected by or utilized in the operations of IBM; received from any third party; obtained from an entity IBM acquired or in which IBM purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of IBM; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "IBM Confidential" or with any similar legend of IBM or any third party. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or personnel matters; marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases.

2. (a) During my employment with IBM and for two years following the termination of my employment from IBM for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of IBM to be employed or perform services outside of IBM. For purposes of this Paragraph 2(a), "Restricted Area" shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with IBM. Also, for purposes of this Paragraph 2(a), "employee of IBM" shall mean any employee of IBM who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation. (b) I agree that during my employment with IBM and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the twelve (12) months prior to the termination of my employment with IBM. This paragraph 2(b) does not apply to any IBM employee whose work location as reflected in IBM records is within the state of California.

I acknowledge that IBM would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that IBM would be entitled to any appropriate relief, including money damages, equitable relief and attorneys' fees.

3. I will not disclose to IBM, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by IBM. In addition, I will not incorporate into any product used and/or sold by IBM, any copyrighted materials or patented inventions of any third party, unless authorized by IBM pursuant to Paragraph 5.

4. I will comply, and do all things necessary for IBM to comply, with (a) the laws and regulations of all governments under which IBM does business, (b) the provisions of contracts between any such government or its contractors and IBM that relate to intellectual property or to



the safeguarding of information, and (c) IBM's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the IBM Business Conduct Guidelines as amended from time to time.

5. I hereby assign to IBM my entire right, title, and interest in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, and the like (all hereinafter called "Developments"), hereafter made, conceived, written, or otherwise created solely or jointly by me, whether or not such Developments are patentable, subject to copyright or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of IBM or its subsidiaries or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of IBM or its subsidiaries.

If, by operation of law such right, title, and interest in Developments vest in IBM upon creation, I acknowledge that such right, title, and interest belong to IBM. Also, I hereby assign to IBM my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that IBM acquired or in which IBM purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.

In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code. The above provisions concerning assignment or ownership of Developments apply to Developments created while employed by IBM in an executive, managerial, professional, product or technical planning, technical, research, programming, or engineering capacity (including development, product, manufacturing, systems, applied science, and field engineering) or otherwise.

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with IBM, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to IBM (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use or cause to be used, any Excluded Developments in IBM's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that IBM acquired or in which IBM purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my IBM employment.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g. United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g. title of publication), the creation date of the Excluded Development, and to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

| Description of Excluded Development | Date Created | Named Party/Termination Date |
|-------------------------------------|--------------|------------------------------|
| | | |
| | | |
| | | |

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. IBM requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest IBM in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to IBM.

6. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the IBM



Intellectual Property Law Department; and (b) I will, on IBM's request, promptly execute a specific assignment of title to IBM or its designee, and do anything else reasonably necessary to enable IBM or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the IBM Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by IBM. I also agree to promptly notify the IBM Intellectual Property Law Department if, after I leave the employ of IBM, I am contacted by anyone or any entity outside of IBM regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

7. IBM and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by IBM and are for the benefit of IBM and its subsidiaries, licensees, successors, and assigns.

8. I agree that IBM, its services providers and other third parties authorized by IBM will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with IBM and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to IBM, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of IBM assets, background check results, bank account information, and disability or medical information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at IBM.

IBM provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all IBM policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on IBM's internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside IBM, who have access to these tools.

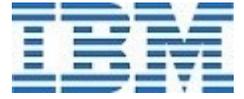
9. The term "subsidiaries," as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by International Business Machines Corporation.

10. The term "employment at will," as used in this Agreement, means the employment at the mutual consent of both me and IBM. Accordingly, either IBM or I can terminate the employment relationship at will, at any time, with or without cause or advance notice. However, this clause does not relieve me of my responsibility to serve the notice period in accordance with my terms of employment, in the event of my resignation from the services of IBM.

11. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by IBM in writing upon my hire or transfer of employment to IBM. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for International Business Machines Corporation and myself.

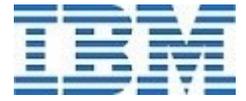
12. This Agreement shall be governed by the laws of India. If any provision of this Agreement is unenforceable at law, the remainder shall remain in effect. I recognize that any violation of my obligations described herein would cause IBM to suffer irreparable harm and can result in disciplinary action, including dismissal from IBM, and any other appropriate relief for IBM including money damages, equitable relief and attorneys fees.

13. This Agreement shall constitute a part of my terms of employment with IBM, and is executed contemporaneously with my offer of employment/ employment contract with IBM.



My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

| | | | |
|----------------------|----------------------|---------------------|------|
| | | | |
| Employee's Full Name | Employee's Signature | Employee Serial No. | Date |



June 25, 2018

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Chetan V

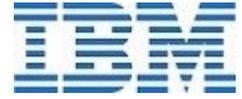
At IBM you can innovate breakthroughs and help make life changing impact. We are experts in nearly every technical, scientific and business field. As IBMers, we are proud to apply our expertise in countries we are citizens of; all united by a single purpose: to be essential.

We invite you to join us as a Associate System Engineer, in band 06G and experience an inclusive, collaborative and learning culture with the support of technical & business experts, mentors, leaders and colleagues worldwide. You will thrive in an environment that cultivates creativity and individuality; and; be part of projects that help make the world work better.

Talent development is strategic to IBM; and you will have access to a unique learning platform powered by IBM's Watson, IBM Cloud and IBM Bluemix to help you learn quicker, learn smarter, and help the company stay agile and top-notch.

Your letter of employment is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcome you to be a part of our team.





June 25, 2018

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91–80–49139999
<http://www-07.ibm.com/in/careers/>

Dear Chetan V

We are pleased to offer you the position of Associate System Engineer, in band 06G at IBM India Pvt Ltd (IBM or Company). The terms and conditions of your employment contract at IBM are detailed below. Please read these important details carefully, including your compensation and benefits.

Initially, you will have to undergo an IBM trainee program specially designed for all college campus hires. This training is to enable you to acclimatize to the industry and post qualifying, accelerate your transition to a live project.

You must complete your formal course of education, including final semester examinations to establish your qualifications, before joining. Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% or 6.5 CGPA in Bachelors & Post-Graduation and 60% or 6.0 CGPA in SSLC or X, HSC/PUC/XII, Diploma or the equivalent, failing which IBM may, at its sole discretion, withdraw this offer of employment.

Acceptance and Commencement

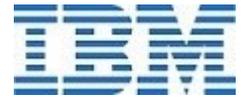
Your appointment will be effective on your joining date, i.e July 2, 2018. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- On your first day of employment, please report at 9:00 am to the Main Lobby located at Block D3, Manyata Embassy Business Park, Nagawara Outer Ring road, Bangalore–560045.

If you have questions about your First Day Documentation, send an email to eschoolhiring@in.ibm.com

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms &



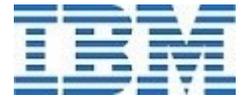
Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer – Relieving letter or service certificate or resignation acceptance e-mail with last working day (LWD) confirmation.
- Passport and Pan card– If you do not have a Passport or Pan card you need to bring one of the following IDs.
 - Voter ID card
 - Driving License
 - Aadhaar Card
 - Senior Secondary result/certificate with DOB and photo (for university hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry any one of the following as mentioned above to complete on boarding process.
- Disability certificate – If you have stated in your application to IBM that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.
- Name change document – If you have ever changed your name at any point of time, and for any reason whatsoever. Valid Indian Work Permit, if applicable.
- Education documents (for university hires only) – Degree certificate and all year mark sheets for the highest degree attained.

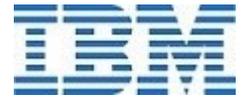
Please contact us via eschoolhiring@in.ibm.com for any queries regarding your employment offer.

The other terms and conditions of the offer are as follows:

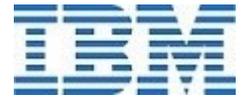
- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- You are required to join work at your onboarding location, where you may be assigned to a specific training stream based on business requirements. You will undergo training at a specified location for a specified duration of time. (Your training location and the duration of training may change due to business requirements). You will be expected to undergo your training in any skill at the discretion of the Company.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, IBM frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with IBM and take any necessary steps to ensure a smooth transition.



- After the successful completion of the training program, you are expected to join your allocated posting in any location across India as specified by the Company. This may be different from your joining location. Please also note that, your services are transferable and you may be assigned to any office of IBM, a subsidiary, or associate company, or may be required to work out of a client location. In such case, you will be governed by the policies of that location. Any refusal to take up the assignment or projects assigned to you for any reason whatsoever, including location preferences, will be deemed to be a refusal to follow instructions of the Company, and may result in strict action against you, including termination of your services with the Company.
- (Note: It is clarified that IBM may also require you to work from any such offices within the same city (or, in the case of employees working in the National Capital Region, may require you to work from any such offices at Noida, Delhi or Gurgaon)).
- Your offer is contingent upon you agreeing to authorize IBM to recover a sum of INR 100000/- (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with IBM are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining IBM or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- Your appointment and continued employment at IBM is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your designation may be changed at the discretion of the Company depending on the work assigned to you.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. You are also expected to successfully complete and pass the Company's final assessments, which shall be administered at the end of your training period. Failure to pass these assessments, as determined solely by the Company, may result in termination from the services of the Company. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.



- IBM encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with IBM, you will be required to comply with the following:
 - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
 - You agree to utilize IBM's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to IBM's business.
 - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of IBM.
 - You also understand and acknowledge that IBM requires its employees to be productively and effectively utilized at all times. IBM maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to IBM's processes and policies.
 - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
 - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with IBM.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without IBM's prior written authorization.
- You will, by default, be enrolled in IBM's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in IBM policies are subject to change at the Company's discretion. You will be entitled to privilege leave in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to IBM operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues



based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.

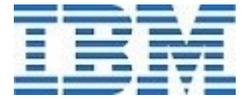
- All employees are required to read and comply with IBM's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, IBM shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join IBM. The details on the National Skills Registry are available on www.nationalskillsregistry.com. To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) – which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at IBM office Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to IBM, and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

Settling in Allowance – A one-time amount of INR 25000 towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 15th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) – no additional amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from IBM, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to IBM. You may be required to repay to IBM any taxes that were



deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by IBM, IBM may recover all such amounts from your final settlement.

A One time Premium Component of INR 25000/-, paid to you after you have joined IBM. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 15th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. If you resign from IBM, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire Premium Component to IBM. The Premium Component is subject to appropriate income tax as per law. You may be required to repay to IBM any taxes that were deducted from your Premium Component and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by IBM, IBM may recover all such amounts from your final settlement.



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ANNEXURE A

| | | | |
|--|---------------------------|---------------------------|-----------|
| DATE | June 25, 2018 | | |
| NAME | Chetan V | BAND | 06G |
| DESIGNATION | Associate System Engineer | LOCATION | BANGALORE |
| <u>Compensation Components</u> | | <u>IBM Offer (in INR)</u> | |
| 1. Annual Basic Salary | | 135135 | |
| 2. Annual Flexible Benefit Plan (FBP) | | 162162 | |
| 3. Annual Reference Salary (ARS) | | 297297 | |
| 4. Retirals | | | |
| a) Provident Fund (PF) | | 16216 | |
| b) Gratuity @ 4.8% | | 6486 | |
| 5. Annual Reference Salary + Retirals | | 320000 | |

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining IBM. Please note: IBM reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining IBM. Please note: IBM reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.



OTHER BENEFITS:

- By default, you will be enrolled in the Group Medigap Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 45 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

OTHER COMMITMENTS/ CONDITIONS



The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At IBM, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to IBM on your on boarding day.

Signed By – IBM Authorized Signatory
Director – Talent Acquisition ISA

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING))

I agree that I have read, understand, and accept employment with IBM under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and IBM's acknowledgment of the same and the affixing of a signature by the IBM representative shall be adequate to constitute a valid contract of employment between IBM India Pvt Ltd. and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY – TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

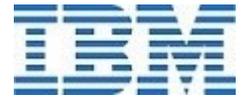


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Explanation of Compensation Components

| Component | Summary Explanation* |
|----------------------------------|--|
| 1. Basic Salary | The fundamental salary component to which many other compensation components are linked. |
| 2. Flexible Benefit Plan (FBP) | This is valued at 120% of your Basic Salary. The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below. |
| (a) Leave Travel Allowance (LTA) | LTA can be used for up to maximum of economy class airfare twice during a 4 year period as per Income tax rules. |
| (b) Medical | INR 15,000/- per annum. To be used for medical expenses. |
| (c) House Rent Allowance | Maximum 50% of Basic Salary per annum. To be used for house rent. |
| (d) Conveyance Allowance | Maximum INR 1600/- per month. To be used for vehicle expenses. |
| (e) "Flat" Allowance | Remaining FBP funds and is a taxable amount. |
| 3. Retirals | These elements of compensation are not paid out until later when certain conditions are met. |
| (a) Provident Fund (PF) | 12% of Basic Salary is contributed to the Provident Fund. |
| (b) Gratuity | 4.8% of Basic Salary, which is included as a part of your Annual Remuneration denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the IBM Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall not exceed Ten Lakh rupees (INR 1,000,000). |
| (c) ESIC | Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same. |
| Annual Reference Salary | Annual Basic Salary + Annual FBP |

**For detailed information please refer to Company policies, which are subject to change from time to time.*



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Other Benefits- Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:

This is a company paid benefit which provides group term life coverage to all employees of IBM India Pvt. Ltd. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. The coverage is subject to completion of the Insurance Company's prescribed insurance underwriting procedure and awarding of coverage by the insurance company. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:

This is a company paid benefit which provides group personal accident coverage to all employees of IBM India Pvt. Ltd. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Medclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)

By default, you will be enrolled in the Group Medclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 45 days of your joining. If you decide to avail Medclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 45 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 45 days of the child birth) and newly married spouse (within 45 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *

**Subject to enrolling the new dependent within 45 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer

This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit

Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Medclaim Insurance Policy.

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all IBM India Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and



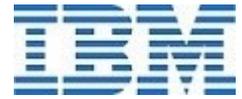
maximum of 10% of your Flexible Benefit Plan, on IBM Intranet. You can find more details about this program on IBM intranet.

Compensation under Employees Compensation Act

All IBM employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

- a) Incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.
- b) Incase of any injury resulting in Death or permanent total disability.
- c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*



Important Letter on Transfer / Relocation / Type of Work Assigned

Date – June 25, 2018

Dear Chetan V,

This letter reiterates some of your obligations with respect to your employment with IBM India Pvt Ltd., and contains important information on your initial training and work assignment.

You are required to join at BANGALORE where you may be allocated to a specific training stream based on the organization's business requirements. You will undergo training at BANGALORE for a specified duration of time. You will be expected to undergo the training in any skill or technology at the discretion of the organization.

After the successful completion of the training program, you may be deployed on work and are expected to work at the allocated posting in any location across India as specified by the organization. This may be different from your joining / training location. The type of work assigned may vary from one assignment to the other.

Please also note that, your services are transferable, and you may be assigned to any office of IBM, a subsidiary, or associate company. In such case, you will be governed by the policies of that location. Any refusal to take up the specific assigned location /assignment / projects / type of work assigned to you will be viewed as a refusal to follow instructions of the Company, may result in strict action against you and could result in your termination from the services of the organization. (Note: It is clarified that IBM may also require you to work from any such offices within the same city (or, in the case of employees working in the National Capital Region, may require you to work from any such offices at Noida, Delhi or Gurgaon)).

We wish you all the best for a rewarding career with IBM India. If you have any queries, please write to eschoolhiring@in.ibm.com

Please sign on a copy of this letter and return the same to On-Boarding coordinator, to indicate your understanding and acknowledgement of the contents of this letter Signature.

Signature.



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ANNEXURE B – NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # : _____ Date Of Hire : ___ / ___ / _____

In consideration of my employment or my continued employment by International Business Machines Corporation or one of its subsidiaries or affiliates (collectively, "IBM"), which I acknowledge is employment at will, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without IBM's prior written permission, disclose to anyone outside of IBM or use in other than IBM's business, either during or after my employment, any confidential information or material of IBM, or any information or material received by IBM in confidence from third parties, such as suppliers or customers. If I leave the employ of IBM or at the request of IBM, I will return to IBM all property in my possession belonging to IBM or received by IBM from any third party, whether or not containing confidential information and whether stored on an IBM owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, diskettes and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

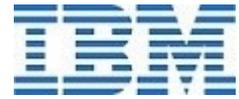
Confidential information or material of IBM is any information or material: (a) generated or collected by or utilized in the operations of IBM; received from any third party; obtained from an entity IBM acquired or in which IBM purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of IBM; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "IBM Confidential" or with any similar legend of IBM or any third party. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or personnel matters; marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases.

2. (a) During my employment with IBM and for two years following the termination of my employment from IBM for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of IBM to be employed or perform services outside of IBM. For purposes of this Paragraph 2(a), "Restricted Area" shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with IBM. Also, for purposes of this Paragraph 2(a), "employee of IBM" shall mean any employee of IBM who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation. (b) I agree that during my employment with IBM and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the twelve (12) months prior to the termination of my employment with IBM. This paragraph 2(b) does not apply to any IBM employee whose work location as reflected in IBM records is within the state of California.

I acknowledge that IBM would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that IBM would be entitled to any appropriate relief, including money damages, equitable relief and attorneys' fees.

3. I will not disclose to IBM, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by IBM. In addition, I will not incorporate into any product used and/or sold by IBM, any copyrighted materials or patented inventions of any third party, unless authorized by IBM pursuant to Paragraph 5.

4. I will comply, and do all things necessary for IBM to comply, with (a) the laws and regulations of all governments under which IBM does business, (b) the provisions of contracts between any such government or its contractors and IBM that relate to intellectual property or to



the safeguarding of information, and (c) IBM's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the IBM Business Conduct Guidelines as amended from time to time.

5. I hereby assign to IBM my entire right, title, and interest in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, and the like (all hereinafter called "Developments"), hereafter made, conceived, written, or otherwise created solely or jointly by me, whether or not such Developments are patentable, subject to copyright or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of IBM or its subsidiaries or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of IBM or its subsidiaries.

If, by operation of law such right, title, and interest in Developments vest in IBM upon creation, I acknowledge that such right, title, and interest belong to IBM. Also, I hereby assign to IBM my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that IBM acquired or in which IBM purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.

In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code. The above provisions concerning assignment or ownership of Developments apply to Developments created while employed by IBM in an executive, managerial, professional, product or technical planning, technical, research, programming, or engineering capacity (including development, product, manufacturing, systems, applied science, and field engineering) or otherwise.

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with IBM, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to IBM (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use or cause to be used, any Excluded Developments in IBM's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that IBM acquired or in which IBM purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my IBM employment.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g. United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g. title of publication), the creation date of the Excluded Development, and to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

| Description of Excluded Development | Date Created | Named Party/Termination Date |
|-------------------------------------|--------------|------------------------------|
| | | |
| | | |
| | | |

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. IBM requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest IBM in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to IBM.

6. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the IBM



Intellectual Property Law Department; and (b) I will, on IBM's request, promptly execute a specific assignment of title to IBM or its designee, and do anything else reasonably necessary to enable IBM or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the IBM Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by IBM. I also agree to promptly notify the IBM Intellectual Property Law Department if, after I leave the employ of IBM, I am contacted by anyone or any entity outside of IBM regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

7. IBM and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by IBM and are for the benefit of IBM and its subsidiaries, licensees, successors, and assigns.

8. I agree that IBM, its services providers and other third parties authorized by IBM will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with IBM and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to IBM, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of IBM assets, background check results, bank account information, and disability or medical information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at IBM.

IBM provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all IBM policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on IBM's internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside IBM, who have access to these tools.

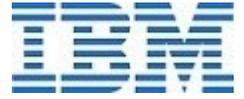
9. The term "subsidiaries," as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by International Business Machines Corporation.

10. The term "employment at will," as used in this Agreement, means the employment at the mutual consent of both me and IBM. Accordingly, either IBM or I can terminate the employment relationship at will, at any time, with or without cause or advance notice. However, this clause does not relieve me of my responsibility to serve the notice period in accordance with my terms of employment, in the event of my resignation from the services of IBM.

11. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by IBM in writing upon my hire or transfer of employment to IBM. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for International Business Machines Corporation and myself.

12. This Agreement shall be governed by the laws of India. If any provision of this Agreement is unenforceable at law, the remainder shall remain in effect. I recognize that any violation of my obligations described herein would cause IBM to suffer irreparable harm and can result in disciplinary action, including dismissal from IBM, and any other appropriate relief for IBM including money damages, equitable relief and attorneys fees.

13. This Agreement shall constitute a part of my terms of employment with IBM, and is executed contemporaneously with my offer of employment/ employment contract with IBM.



My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

| | | | |
|----------------------|----------------------|---------------------|------|
| | | | |
| Employee's Full Name | Employee's Signature | Employee Serial No. | Date |



July 31, 2018

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

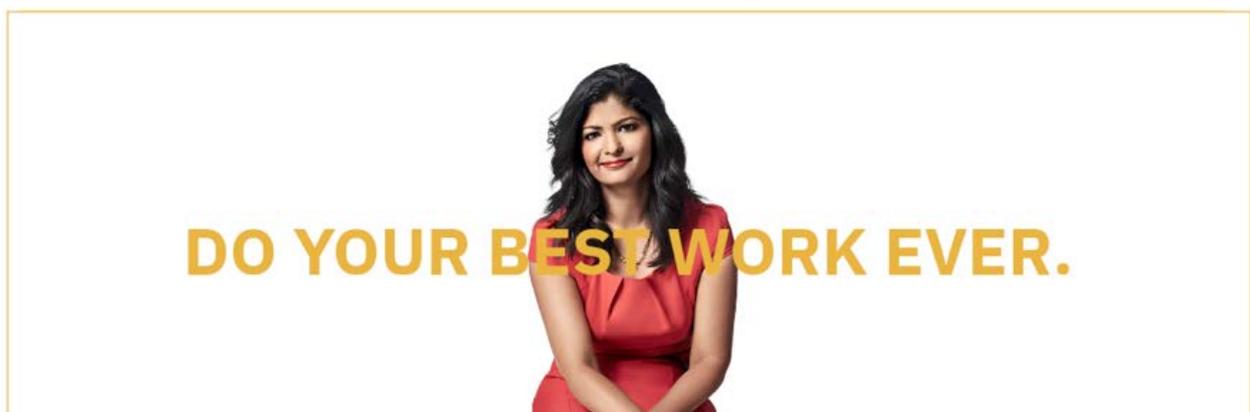
Dear Gokul S

At IBM you can innovate breakthroughs and help make life changing impact. We are experts in nearly every technical, scientific and business field. As IBMers, we are proud to apply our expertise in countries we are citizens of; all united by a single purpose: to be essential.

We invite you to join us as a Associate System Engineer, in band 06G and experience an inclusive, collaborative and learning culture with the support of technical & business experts, mentors, leaders and colleagues worldwide. You will thrive in an environment that cultivates creativity and individuality; and; be part of projects that help make the world work better.

Talent development is strategic to IBM; and you will have access to a unique learning platform powered by IBM's Watson, IBM Cloud and IBM Bluemix to help you learn quicker, learn smarter, and help the company stay agile and top-notch.

Your letter of employment is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcome you to be a part of our team.





July 31, 2018

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91–80–49139999
<http://www-07.ibm.com/in/careers/>

Dear Gokul S

We are pleased to offer you the position of Associate System Engineer, in band 06G at IBM India Pvt Ltd (IBM or Company). The terms and conditions of your employment contract at IBM are detailed below. Please read these important details carefully, including your compensation and benefits.

Initially, you will have to undergo an IBM trainee program specially designed for all college campus hires. This training is to enable you to acclimatize to the industry and post qualifying, accelerate your transition to a live project.

You must complete your formal course of education, including final semester examinations to establish your qualifications, before joining. Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% or 6.5 CGPA in Bachelors & Post-Graduation and 60% or 6.0 CGPA in SSLC or X, HSC/PUC/XII, Diploma or the equivalent, failing which IBM may, at its sole discretion, withdraw this offer of employment.

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e August 6, 2018. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- On your first day of employment, please report at 9:00 am to the Main Lobby located at Block D3, Manyata Embassy Business Park, Nagawara Outer Ring road, Bangalore–560045.

If you have questions about your First Day Documentation, send an email to eschoolhiring@in.ibm.com

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms &



Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer – Relieving letter or service certificate or resignation acceptance e-mail with last working day (LWD) confirmation.
- Passport and Pan card– If you do not have a Passport or Pan card you need to bring one of the following IDs.
 - Voter ID card
 - Driving License
 - Aadhaar Card
 - Senior Secondary result/certificate with DOB and photo (for university hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry any one of the following as mentioned above to complete on boarding process.
- Disability certificate – If you have stated in your application to IBM that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.
- Name change document – If you have ever changed your name at any point of time, and for any reason whatsoever. Valid Indian Work Permit, if applicable.
- Education documents (for university hires only) – Degree certificate and all year mark sheets for the highest degree attained.

Please contact us via eschoolhiring@in.ibm.com for any queries regarding your employment offer.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- You are required to join work at your onboarding location, where you may be assigned to a specific training stream based on business requirements. You will undergo training at a specified location for a specified duration of time. (Your training location and the duration of training may change due to business requirements). You will be expected to undergo your training in any skill at the discretion of the Company.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, IBM frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with IBM and take any necessary steps to ensure a smooth transition.



- After the successful completion of the training program, you are expected to join your allocated posting in any location across India as specified by the Company. This may be different from your joining location. Please also note that, your services are transferable and you may be assigned to any office of IBM, a subsidiary, or associate company, or may be required to work out of a client location. In such case, you will be governed by the policies of that location. Any refusal to take up the assignment or projects assigned to you for any reason whatsoever, including location preferences, will be deemed to be a refusal to follow instructions of the Company, and may result in strict action against you, including termination of your services with the Company.
- (Note: It is clarified that IBM may also require you to work from any such offices within the same city (or, in the case of employees working in the National Capital Region, may require you to work from any such offices at Noida, Delhi or Gurgaon)).
- Your offer is contingent upon you agreeing to authorize IBM to recover a sum of INR 100000/- (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with IBM are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining IBM or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- Your appointment and continued employment at IBM is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your designation may be changed at the discretion of the Company depending on the work assigned to you.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. You are also expected to successfully complete and pass the Company's final assessments, which shall be administered at the end of your training period. Failure to pass these assessments, as determined solely by the Company, may result in termination from the services of the Company. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.



- IBM encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with IBM, you will be required to comply with the following:
 - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
 - You agree to utilize IBM's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to IBM's business.
 - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of IBM.
 - You also understand and acknowledge that IBM requires its employees to be productively and effectively utilized at all times. IBM maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to IBM's processes and policies.
 - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
 - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with IBM.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without IBM's prior written authorization.
- You will, by default, be enrolled in IBM's Group Medclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in IBM policies are subject to change at the Company's discretion. You will be entitled to privilege leave in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to IBM operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues



based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.

- All employees are required to read and comply with IBM's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, IBM shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join IBM. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) – which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at IBM office Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to IBM , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

Settling in Allowance – A one-time amount of INR 25000 towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 15th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) – no additional amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from IBM, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to IBM. You may be required to repay to IBM any taxes that were



deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by IBM, IBM may recover all such amounts from your final settlement.

A One time Premium Component of INR 25000/-, paid to you after you have joined IBM. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 15th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. If you resign from IBM, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire Premium Component to IBM. The Premium Component is subject to appropriate income tax as per law. You may be required to repay to IBM any taxes that were deducted from your Premium Component and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by IBM, IBM may recover all such amounts from your final settlement.



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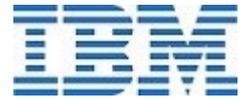
ANNEXURE A

| | | | |
|--|---------------------------|---------------------------|-----------|
| DATE | July 31, 2018 | | |
| NAME | Gokul S | BAND | 06G |
| DESIGNATION | Associate System Engineer | LOCATION | BANGALORE |
| <u>Compensation Components</u> | | <u>IBM Offer (in INR)</u> | |
| 1. Annual Basic Salary | | 135135 | |
| 2. Annual Flexible Benefit Plan (FBP) | | 162162 | |
| 3. Annual Reference Salary (ARS) | | 297297 | |
| 4. Retirals | | | |
| a) Provident Fund (PF) | | 16216 | |
| b) Gratuity @ 4.8% | | 6486 | |
| 5. Annual Reference Salary + Retirals | | 320000 | |

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining IBM. Please note: IBM reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining IBM. Please note: IBM reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.



OTHER BENEFITS:

- By default, you will be enrolled in the Group Medclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 45 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

OTHER COMMITMENTS/ CONDITIONS



The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At IBM, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to IBM on your on boarding day.

Signed By – IBM Authorized Signatory
Director – Talent Acquisition ISA

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING))

I agree that I have read, understand, and accept employment with IBM under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and IBM's acknowledgment of the same and the affixing of a signature by the IBM representative shall be adequate to constitute a valid contract of employment between IBM India Pvt Ltd. and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY – TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE



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Explanation of Compensation Components

| Component | Summary Explanation* |
|----------------------------------|--|
| 1. Basic Salary | The fundamental salary component to which many other compensation components are linked. |
| 2. Flexible Benefit Plan (FBP) | This is valued at 120% of your Basic Salary. The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below. |
| (a) Leave Travel Allowance (LTA) | LTA can be used for up to maximum of economy class airfare twice during a 4 year period as per Income tax rules. |
| (b) Medical | INR 15,000/- per annum. To be used for medical expenses. |
| (c) House Rent Allowance | Maximum 50% of Basic Salary per annum. To be used for house rent. |
| (d) Conveyance Allowance | Maximum INR 1600/- per month. To be used for vehicle expenses. |
| (e) "Flat" Allowance | Remaining FBP funds and is a taxable amount. |
| 3. Retirals | These elements of compensation are not paid out until later when certain conditions are met. |
| (a) Provident Fund (PF) | 12% of Basic Salary is contributed to the Provident Fund. |
| (b) Gratuity | 4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the IBM Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall not exceed Ten Lakh rupees (INR 1,000,000). |
| (c) ESIC | Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same. |
| Annual Reference Salary | Annual Basic Salary + Annual FBP |

**For detailed information please refer to Company policies, which are subject to change from time to time.*



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Other Benefits- Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:

This is a company paid benefit which provides group term life coverage to all employees of IBM India Pvt. Ltd. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. The coverage is subject to completion of the Insurance Company's prescribed insurance underwriting procedure and awarding of coverage by the insurance company. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:

This is a company paid benefit which provides group personal accident coverage to all employees of IBM India Pvt. Ltd. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediciam Insurance Policy for Self and nuclear family (spouse and up to 4 children)

By default, you will be enrolled in the Group Mediciam Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 45 days of your joining. If you decide to avail Mediciam insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 45 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 45 days of the child birth) and newly married spouse (within 45 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *

**Subject to enrolling the new dependent within 45 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer

This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit

Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediciam Insurance Policy.

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all IBM India Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and



maximum of 10% of your Flexible Benefit Plan, on IBM Intranet. You can find more details about this program on IBM intranet.

Compensation under Employees Compensation Act

All IBM employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

- a) In case of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having been under the influence of drink or drugs or willfully disobedience of any order expressly given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.
- b) In case of any injury resulting in Death or permanent total disability.
- c) In case of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*



Important Letter on Transfer / Relocation / Type of Work Assigned

Date – July 31, 2018

Dear Gokul S,

This letter reiterates some of your obligations with respect to your employment with IBM India Pvt Ltd., and contains important information on your initial training and work assignment.

You are required to join at BANGALORE where you may be allocated to a specific training stream based on the organization's business requirements. You will undergo training at BANGALORE for a specified duration of time. You will be expected to undergo the training in any skill or technology at the discretion of the organization.

After the successful completion of the training program, you may be deployed on work and are expected to work at the allocated posting in any location across India as specified by the organization. This may be different from your joining / training location. The type of work assigned may vary from one assignment to the other.

Please also note that, your services are transferable, and you may be assigned to any office of IBM, a subsidiary, or associate company. In such case, you will be governed by the policies of that location. Any refusal to take up the specific assigned location / assignment / projects / type of work assigned to you will be viewed as a refusal to follow instructions of the Company, may result in strict action against you and could result in your termination from the services of the organization. (Note: It is clarified that IBM may also require you to work from any such offices within the same city (or, in the case of employees working in the National Capital Region, may require you to work from any such offices at Noida, Delhi or Gurgaon)).

We wish you all the best for a rewarding career with IBM India. If you have any queries, please write to eschoolhiring@in.ibm.com

Please sign on a copy of this letter and return the same to On-Boarding coordinator, to indicate your understanding and acknowledgement of the contents of this letter Signature.

Signature.



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ANNEXURE B – NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # : _____ Date Of Hire : ___ / ___ / _____

In consideration of my employment or my continued employment by International Business Machines Corporation or one of its subsidiaries or affiliates (collectively, "IBM"), which I acknowledge is employment at will, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without IBM's prior written permission, disclose to anyone outside of IBM or use in other than IBM's business, either during or after my employment, any confidential information or material of IBM, or any information or material received by IBM in confidence from third parties, such as suppliers or customers. If I leave the employ of IBM or at the request of IBM, I will return to IBM all property in my possession belonging to IBM or received by IBM from any third party, whether or not containing confidential information and whether stored on an IBM owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, diskettes and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

Confidential information or material of IBM is any information or material: (a) generated or collected by or utilized in the operations of IBM; received from any third party; obtained from an entity IBM acquired or in which IBM purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of IBM; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "IBM Confidential" or with any similar legend of IBM or any third party. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or personnel matters; marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases.

2. (a) During my employment with IBM and for two years following the termination of my employment from IBM for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of IBM to be employed or perform services outside of IBM. For purposes of this Paragraph 2(a), "Restricted Area" shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with IBM. Also, for purposes of this Paragraph 2(a), "employee of IBM" shall mean any employee of IBM who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation. (b) I agree that during my employment with IBM and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the twelve (12) months prior to the termination of my employment with IBM. This paragraph 2(b) does not apply to any IBM employee whose work location as reflected in IBM records is within the state of California.

I acknowledge that IBM would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that IBM would be entitled to any appropriate relief, including money damages, equitable relief and attorneys' fees.

3. I will not disclose to IBM, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by IBM. In addition, I will not incorporate into any product used and/or sold by IBM, any copyrighted materials or patented inventions of any third party, unless authorized by IBM pursuant to Paragraph 5.

4. I will comply, and do all things necessary for IBM to comply, with (a) the laws and regulations of all governments under which IBM does business, (b) the provisions of contracts between any such government or its contractors and IBM that relate to intellectual property or to



the safeguarding of information, and (c) IBM's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the IBM Business Conduct Guidelines as amended from time to time.

5. I hereby assign to IBM my entire right, title, and interest in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, and the like (all hereinafter called "Developments"), hereafter made, conceived, written, or otherwise created solely or jointly by me, whether or not such Developments are patentable, subject to copyright or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of IBM or its subsidiaries or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of IBM or its subsidiaries.

If, by operation of law such right, title, and interest in Developments vest in IBM upon creation, I acknowledge that such right, title, and interest belong to IBM. Also, I hereby assign to IBM my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that IBM acquired or in which IBM purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.

In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code. The above provisions concerning assignment or ownership of Developments apply to Developments created while employed by IBM in an executive, managerial, professional, product or technical planning, technical, research, programming, or engineering capacity (including development, product, manufacturing, systems, applied science, and field engineering) or otherwise.

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with IBM, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to IBM (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use or cause to be used, any Excluded Developments in IBM's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that IBM acquired or in which IBM purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my IBM employment.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g. United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g. title of publication), the creation date of the Excluded Development, and to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

| Description of Excluded Development | Date Created | Named Party/Termination Date |
|-------------------------------------|--------------|------------------------------|
| | | |
| | | |
| | | |

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. IBM requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest IBM in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to IBM.

6. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the IBM



Intellectual Property Law Department; and (b) I will, on IBM's request, promptly execute a specific assignment of title to IBM or its designee, and do anything else reasonably necessary to enable IBM or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the IBM Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by IBM. I also agree to promptly notify the IBM Intellectual Property Law Department if, after I leave the employ of IBM, I am contacted by anyone or any entity outside of IBM regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

7. IBM and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by IBM and are for the benefit of IBM and its subsidiaries, licensees, successors, and assigns.

8. I agree that IBM, its services providers and other third parties authorized by IBM will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with IBM and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to IBM, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of IBM assets, background check results, bank account information, and disability or medical information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at IBM.

IBM provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all IBM policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on IBM's internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside IBM, who have access to these tools.

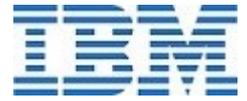
9. The term "subsidiaries," as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by International Business Machines Corporation.

10. The term "employment at will," as used in this Agreement, means the employment at the mutual consent of both me and IBM. Accordingly, either IBM or I can terminate the employment relationship at will, at any time, with or without cause or advance notice. However, this clause does not relieve me of my responsibility to serve the notice period in accordance with my terms of employment, in the event of my resignation from the services of IBM.

11. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by IBM in writing upon my hire or transfer of employment to IBM. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for International Business Machines Corporation and myself.

12. This Agreement shall be governed by the laws of India. If any provision of this Agreement is unenforceable at law, the remainder shall remain in effect. I recognize that any violation of my obligations described herein would cause IBM to suffer irreparable harm and can result in disciplinary action, including dismissal from IBM, and any other appropriate relief for IBM including money damages, equitable relief and attorneys fees.

13. This Agreement shall constitute a part of my terms of employment with IBM, and is executed contemporaneously with my offer of employment/ employment contract with IBM.



My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

| | | | |
|----------------------|----------------------|---------------------|------|
| | | | |
| Employee's Full Name | Employee's Signature | Employee Serial No. | Date |



June 25, 2018

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

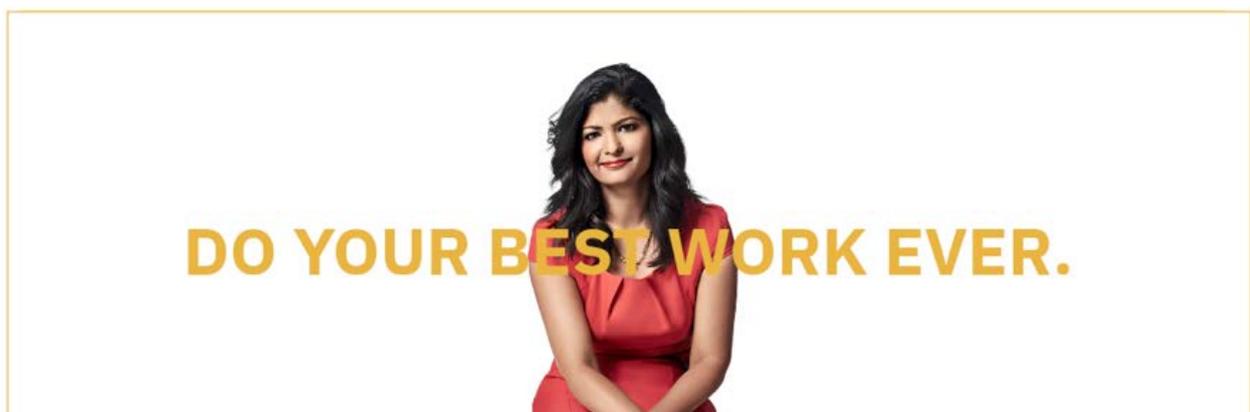
Dear Tonesh babu V A

At IBM you can innovate breakthroughs and help make life changing impact. We are experts in nearly every technical, scientific and business field. As IBMers, we are proud to apply our expertise in countries we are citizens of; all united by a single purpose: to be essential.

We invite you to join us as a Associate System Engineer, in band 06G and experience an inclusive, collaborative and learning culture with the support of technical & business experts, mentors, leaders and colleagues worldwide. You will thrive in an environment that cultivates creativity and individuality; and; be part of projects that help make the world work better.

Talent development is strategic to IBM; and you will have access to a unique learning platform powered by IBM's Watson, IBM Cloud and IBM Bluemix to help you learn quicker, learn smarter, and help the company stay agile and top-notch.

Your letter of employment is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcome you to be a part of our team.





June 25, 2018

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91–80–49139999
<http://www-07.ibm.com/in/careers/>

Dear Tonesh babu V A

We are pleased to offer you the position of Associate System Engineer, in band 06G at IBM India Pvt Ltd (IBM or Company). The terms and conditions of your employment contract at IBM are detailed below. Please read these important details carefully, including your compensation and benefits.

Initially, you will have to undergo an IBM trainee program specially designed for all college campus hires. This training is to enable you to acclimatize to the industry and post qualifying, accelerate your transition to a live project.

You must complete your formal course of education, including final semester examinations to establish your qualifications, before joining. Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% or 6.5 CGPA in Bachelors & Post-Graduation and 60% or 6.0 CGPA in SSLC or X, HSC/PUC/XII, Diploma or the equivalent, failing which IBM may, at its sole discretion, withdraw this offer of employment.

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e July 2, 2018. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- On your first day of employment, please report at 9:00 am to the Main Lobby located at Block D3, Manyata Embassy Business Park, Nagawara Outer Ring road, Bangalore–560045.

If you have questions about your First Day Documentation, send an email to eschoolhiring@in.ibm.com

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms &



Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer – Relieving letter or service certificate or resignation acceptance e-mail with last working day (LWD) confirmation.
- Passport and Pan card– If you do not have a Passport or Pan card you need to bring one of the following IDs.
 - Voter ID card
 - Driving License
 - Aadhaar Card
 - Senior Secondary result/certificate with DOB and photo (for university hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry any one of the following as mentioned above to complete on boarding process.
- Disability certificate – If you have stated in your application to IBM that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.
- Name change document – If you have ever changed your name at any point of time, and for any reason whatsoever. Valid Indian Work Permit, if applicable.
- Education documents (for university hires only) – Degree certificate and all year mark sheets for the highest degree attained.

Please contact us via eschoolhiring@in.ibm.com for any queries regarding your employment offer.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- You are required to join work at your onboarding location, where you may be assigned to a specific training stream based on business requirements. You will undergo training at a specified location for a specified duration of time. (Your training location and the duration of training may change due to business requirements). You will be expected to undergo your training in any skill at the discretion of the Company.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, IBM frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with IBM and take any necessary steps to ensure a smooth transition.



- After the successful completion of the training program, you are expected to join your allocated posting in any location across India as specified by the Company. This may be different from your joining location. Please also note that, your services are transferable and you may be assigned to any office of IBM, a subsidiary, or associate company, or may be required to work out of a client location. In such case, you will be governed by the policies of that location. Any refusal to take up the assignment or projects assigned to you for any reason whatsoever, including location preferences, will be deemed to be a refusal to follow instructions of the Company, and may result in strict action against you, including termination of your services with the Company.
- (Note: It is clarified that IBM may also require you to work from any such offices within the same city (or, in the case of employees working in the National Capital Region, may require you to work from any such offices at Noida, Delhi or Gurgaon)).
- Your offer is contingent upon you agreeing to authorize IBM to recover a sum of INR 100000/- (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with IBM are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining IBM or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- Your appointment and continued employment at IBM is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your designation may be changed at the discretion of the Company depending on the work assigned to you.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. You are also expected to successfully complete and pass the Company's final assessments, which shall be administered at the end of your training period. Failure to pass these assessments, as determined solely by the Company, may result in termination from the services of the Company. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.



- IBM encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with IBM, you will be required to comply with the following:
 - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
 - You agree to utilize IBM's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to IBM's business.
 - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of IBM.
 - You also understand and acknowledge that IBM requires its employees to be productively and effectively utilized at all times. IBM maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to IBM's processes and policies.
 - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
 - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with IBM.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without IBM's prior written authorization.
- You will, by default, be enrolled in IBM's Group Medclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in IBM policies are subject to change at the Company's discretion. You will be entitled to privilege leave in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to IBM operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues



based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.

- All employees are required to read and comply with IBM's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, IBM shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join IBM. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) – which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at IBM office Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to IBM , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

Settling in Allowance – A one-time amount of INR 25000 towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 15th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) – no additional amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from IBM, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to IBM. You may be required to repay to IBM any taxes that were



deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by IBM, IBM may recover all such amounts from your final settlement.

A One time Premium Component of INR 25000/-, paid to you after you have joined IBM. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 15th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. If you resign from IBM, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire Premium Component to IBM. The Premium Component is subject to appropriate income tax as per law. You may be required to repay to IBM any taxes that were deducted from your Premium Component and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by IBM, IBM may recover all such amounts from your final settlement.



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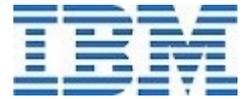
ANNEXURE A

| | | | |
|--|---------------------------|---------------------------|-----------|
| DATE | June 25, 2018 | | |
| NAME | Tonesh babu V A | BAND | 06G |
| DESIGNATION | Associate System Engineer | LOCATION | BANGALORE |
| <u>Compensation Components</u> | | <u>IBM Offer (in INR)</u> | |
| 1. Annual Basic Salary | | 135135 | |
| 2. Annual Flexible Benefit Plan (FBP) | | 162162 | |
| 3. Annual Reference Salary (ARS) | | 297297 | |
| 4. Retirals | | | |
| a) Provident Fund (PF) | | 16216 | |
| b) Gratuity @ 4.8% | | 6486 | |
| 5. Annual Reference Salary + Retirals | | 320000 | |

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining IBM. Please note: IBM reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining IBM. Please note: IBM reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.



OTHER BENEFITS:

- By default, you will be enrolled in the Group Medclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 45 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

OTHER COMMITMENTS/ CONDITIONS



The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At IBM, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to IBM on your on boarding day.

Signed By – IBM Authorized Signatory
Director – Talent Acquisition ISA

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING))

I agree that I have read, understand, and accept employment with IBM under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and IBM's acknowledgment of the same and the affixing of a signature by the IBM representative shall be adequate to constitute a valid contract of employment between IBM India Pvt Ltd. and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY – TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE



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Explanation of Compensation Components

| Component | Summary Explanation* |
|----------------------------------|--|
| 1. Basic Salary | The fundamental salary component to which many other compensation components are linked. |
| 2. Flexible Benefit Plan (FBP) | This is valued at 120% of your Basic Salary. The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below. |
| (a) Leave Travel Allowance (LTA) | LTA can be used for up to maximum of economy class airfare twice during a 4 year period as per Income tax rules. |
| (b) Medical | INR 15,000/- per annum. To be used for medical expenses. |
| (c) House Rent Allowance | Maximum 50% of Basic Salary per annum. To be used for house rent. |
| (d) Conveyance Allowance | Maximum INR 1600/- per month. To be used for vehicle expenses. |
| (e) "Flat" Allowance | Remaining FBP funds and is a taxable amount. |
| 3. Retirals | These elements of compensation are not paid out until later when certain conditions are met. |
| (a) Provident Fund (PF) | 12% of Basic Salary is contributed to the Provident Fund. |
| (b) Gratuity | 4.8% of Basic Salary, which is included as a part of your Annual Remuneration denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the IBM Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall not exceed Ten Lakh rupees (INR 1,000,000). |
| (c) ESIC | Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same. |
| Annual Reference Salary | Annual Basic Salary + Annual FBP |

**For detailed information please refer to Company policies, which are subject to change from time to time.*



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Other Benefits- Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:

This is a company paid benefit which provides group term life coverage to all employees of IBM India Pvt. Ltd. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. The coverage is subject to completion of the Insurance Company's prescribed insurance underwriting procedure and awarding of coverage by the insurance company. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:

This is a company paid benefit which provides group personal accident coverage to all employees of IBM India Pvt. Ltd. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediciam Insurance Policy for Self and nuclear family (spouse and up to 4 children)

By default, you will be enrolled in the Group Mediciam Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 45 days of your joining. If you decide to avail Mediciam insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 45 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 45 days of the child birth) and newly married spouse (within 45 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *

**Subject to enrolling the new dependent within 45 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer

This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit

Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediciam Insurance Policy.

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all IBM India Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and



maximum of 10% of your Flexible Benefit Plan, on IBM Intranet. You can find more details about this program on IBM intranet.

Compensation under Employees Compensation Act

All IBM employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

- a) In case of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having been under the influence of drink or drugs or willfully disobedience of any order expressly given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.
- b) In case of any injury resulting in Death or permanent total disability.
- c) In case of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*



Important Letter on Transfer / Relocation / Type of Work Assigned

Date – June 25, 2018

Dear Tonesh babu V A,

This letter reiterates some of your obligations with respect to your employment with IBM India Pvt Ltd., and contains important information on your initial training and work assignment.

You are required to join at BANGALORE where you may be allocated to a specific training stream based on the organization's business requirements. You will undergo training at BANGALORE for a specified duration of time. You will be expected to undergo the training in any skill or technology at the discretion of the organization.

After the successful completion of the training program, you may be deployed on work and are expected to work at the allocated posting in any location across India as specified by the organization. This may be different from your joining / training location. The type of work assigned may vary from one assignment to the other.

Please also note that, your services are transferable, and you may be assigned to any office of IBM, a subsidiary, or associate company. In such case, you will be governed by the policies of that location. Any refusal to take up the specific assigned location / assignment / projects / type of work assigned to you will be viewed as a refusal to follow instructions of the Company, may result in strict action against you and could result in your termination from the services of the organization. (Note: It is clarified that IBM may also require you to work from any such offices within the same city (or, in the case of employees working in the National Capital Region, may require you to work from any such offices at Noida, Delhi or Gurgaon)).

We wish you all the best for a rewarding career with IBM India. If you have any queries, please write to eschoolhiring@in.ibm.com

Please sign on a copy of this letter and return the same to On-Boarding coordinator, to indicate your understanding and acknowledgement of the contents of this letter Signature.

Signature.



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ANNEXURE B – NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # : _____ Date Of Hire : ___ / ___ / _____

In consideration of my employment or my continued employment by International Business Machines Corporation or one of its subsidiaries or affiliates (collectively, "IBM"), which I acknowledge is employment at will, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without IBM's prior written permission, disclose to anyone outside of IBM or use in other than IBM's business, either during or after my employment, any confidential information or material of IBM, or any information or material received by IBM in confidence from third parties, such as suppliers or customers. If I leave the employ of IBM or at the request of IBM, I will return to IBM all property in my possession belonging to IBM or received by IBM from any third party, whether or not containing confidential information and whether stored on an IBM owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, diskettes and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

Confidential information or material of IBM is any information or material: (a) generated or collected by or utilized in the operations of IBM; received from any third party; obtained from an entity IBM acquired or in which IBM purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of IBM; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "IBM Confidential" or with any similar legend of IBM or any third party. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or personnel matters; marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases.

2. (a) During my employment with IBM and for two years following the termination of my employment from IBM for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of IBM to be employed or perform services outside of IBM. For purposes of this Paragraph 2(a), "Restricted Area" shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with IBM. Also, for purposes of this Paragraph 2(a), "employee of IBM" shall mean any employee of IBM who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation. (b) I agree that during my employment with IBM and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the twelve (12) months prior to the termination of my employment with IBM. This paragraph 2(b) does not apply to any IBM employee whose work location as reflected in IBM records is within the state of California.

I acknowledge that IBM would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that IBM would be entitled to any appropriate relief, including money damages, equitable relief and attorneys' fees.

3. I will not disclose to IBM, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by IBM. In addition, I will not incorporate into any product used and/or sold by IBM, any copyrighted materials or patented inventions of any third party, unless authorized by IBM pursuant to Paragraph 5.

4. I will comply, and do all things necessary for IBM to comply, with (a) the laws and regulations of all governments under which IBM does business, (b) the provisions of contracts between any such government or its contractors and IBM that relate to intellectual property or to



the safeguarding of information, and (c) IBM's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the IBM Business Conduct Guidelines as amended from time to time.

5. I hereby assign to IBM my entire right, title, and interest in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, and the like (all hereinafter called "Developments"), hereafter made, conceived, written, or otherwise created solely or jointly by me, whether or not such Developments are patentable, subject to copyright or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of IBM or its subsidiaries or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of IBM or its subsidiaries.

If, by operation of law such right, title, and interest in Developments vest in IBM upon creation, I acknowledge that such right, title, and interest belong to IBM. Also, I hereby assign to IBM my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that IBM acquired or in which IBM purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.

In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code. The above provisions concerning assignment or ownership of Developments apply to Developments created while employed by IBM in an executive, managerial, professional, product or technical planning, technical, research, programming, or engineering capacity (including development, product, manufacturing, systems, applied science, and field engineering) or otherwise.

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with IBM, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to IBM (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use or cause to be used, any Excluded Developments in IBM's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that IBM acquired or in which IBM purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my IBM employment.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g. United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g. title of publication), the creation date of the Excluded Development, and to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

| Description of Excluded Development | Date Created | Named Party/Termination Date |
|-------------------------------------|--------------|------------------------------|
| | | |
| | | |
| | | |

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. IBM requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest IBM in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to IBM.

6. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the IBM



Intellectual Property Law Department; and (b) I will, on IBM's request, promptly execute a specific assignment of title to IBM or its designee, and do anything else reasonably necessary to enable IBM or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the IBM Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by IBM. I also agree to promptly notify the IBM Intellectual Property Law Department if, after I leave the employ of IBM, I am contacted by anyone or any entity outside of IBM regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

7. IBM and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by IBM and are for the benefit of IBM and its subsidiaries, licensees, successors, and assigns.

8. I agree that IBM, its services providers and other third parties authorized by IBM will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with IBM and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to IBM, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of IBM assets, background check results, bank account information, and disability or medical information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at IBM.

IBM provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all IBM policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on IBM's internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside IBM, who have access to these tools.

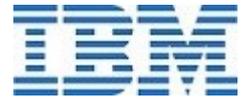
9. The term "subsidiaries," as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by International Business Machines Corporation.

10. The term "employment at will," as used in this Agreement, means the employment at the mutual consent of both me and IBM. Accordingly, either IBM or I can terminate the employment relationship at will, at any time, with or without cause or advance notice. However, this clause does not relieve me of my responsibility to serve the notice period in accordance with my terms of employment, in the event of my resignation from the services of IBM.

11. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by IBM in writing upon my hire or transfer of employment to IBM. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for International Business Machines Corporation and myself.

12. This Agreement shall be governed by the laws of India. If any provision of this Agreement is unenforceable at law, the remainder shall remain in effect. I recognize that any violation of my obligations described herein would cause IBM to suffer irreparable harm and can result in disciplinary action, including dismissal from IBM, and any other appropriate relief for IBM including money damages, equitable relief and attorneys fees.

13. This Agreement shall constitute a part of my terms of employment with IBM, and is executed contemporaneously with my offer of employment/ employment contract with IBM.



My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

| | | | |
|----------------------|----------------------|---------------------|------|
| | | | |
| Employee's Full Name | Employee's Signature | Employee Serial No. | Date |



#15, 3rd Main, 3rd Cross, Maruthi Nagar, Shreyas colony, JP Nagar 7th Phase - 560078

To,
The Placement Officer
REVA University
Bangalore - 560064

Date: 15th March, 2018

Respected Sir,

We are pleased to inform you that our company has successfully completed the recruitment process for the current academic year at your esteemed institution. We are happy to announce that we have identified some exceptional talent and would like to extend job offers to the selected students. The roles and the students selected against each role along with the compensation break up is as under:

I. Process Executive Role

| Sl. No | Name | Role | CTC in LPA |
|--------|---------------------|-------------------|------------|
| 1 | Abhishek B R | Process Executive | 2.8 |
| 2 | Bindu S M | Process Executive | 2.8 |
| 3 | C Sai Prathik Reddy | Process Executive | 2.8 |
| 4 | C Sumanjali | Process Executive | 2.8 |
| 5 | Hema B R | Process Executive | 2.8 |
| 6 | Kavya V | Process Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Process Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

II. Sales Trainee L & D

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------------------------|-------------------|------------|
| 1 | Pinaki Lalit Agarwal | Sales trainee-L&D | 2.4 |
| 2 | Poojarani | Sales trainee-L&D | 2.4 |
| 3 | Rohith M Nayak | Sales trainee-L&D | 2.4 |
| 4 | Shruti | Sales trainee-L&D | 2.4 |
| 5 | Siddanthi Narasimham Vikram Simha | Sales trainee-L&D | 2.4 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Sales Trainee L & D | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 144000 |
| 2 | House Rent Allowance | 57600 |
| 3 | Special Allowance | 38400 |
| 4 | Total Compensation | 240000 |

III. Verbal Trainer

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------|----------------|------------|
| 1 | J Kalyan Kumar | Verbal Trainer | 2.8 |
| 2 | Kavya Patil | Verbal Trainer | 2.8 |
| 3 | Nidhi Kumari | Verbal Trainer | 2.8 |
| 4 | Rohan Nagaraj Kora | Verbal Trainer | 2.8 |
| 5 | Saquib Shaik | Verbal Trainer | 2.8 |
| 6 | Sharada N.S | Verbal Trainer | 2.8 |
| 7 | Swathi K V | Verbal Trainer | 2.8 |
| 8 | Ankitha B C | Verbal Trainer | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Verbal Trainer | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

IV. Marketing Associate

| Sl. No | Name | Role | CTC in LPA |
|--------|-----------------------|---------------------|------------|
| 1 | Manikandan R | Marketing Associate | 2.6 |
| 2 | Manjula Venkateswarlu | Marketing Associate | 2.6 |
| 3 | Manjunath Teja N | Marketing Associate | 2.6 |
| 4 | Manoj H E | Marketing Associate | 2.6 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Marketing Associate | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 156000 |
| 2 | House Rent Allowance | 62400 |
| 3 | Special Allowance | 41600 |
| 4 | Total Compensation | 260000 |

V. Business Development Specialist

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------|---------------------------------|------------|
| 1 | ANUSHA V | Business Development Specialist | 2.8 |
| | | | |
| 3 | KRUTHIKA M R | Business Development Specialist | 2.8 |

| Compensation Break up | | |
|-----------------------|---------------------------------|-----------------|
| Position | Business Development Specialist | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |
| | | |

VI. Training Relationship Manager

| Sl. No | Name | Role | CTC in LPA |
|--------|---------------------------------------|------------------------------|------------|
| 1 | Kiran M | Trainee Relationship Manager | 3 |
| 2 | Poornima S | Trainee Relationship Manager | 3 |
| 3 | Pradeep Kumar | Trainee Relationship Manager | 3 |
| 4 | Rahul Koudal | Trainee Relationship Manager | 3 |
| 5 | Ranjith S D | Trainee Relationship Manager | 3 |
| 6 | Alam Nikesh | Trainee Relationship Manager | 3 |
| 7 | Amulya T C | Trainee Relationship Manager | 3 |
| 8 | Chejarla Venkata Vidya Sagar Reddy | Trainee Relationship Manager | 3 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Trainee Relationship Manager | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 180000 |
| 2 | House Rent Allowance | 72000 |
| 3 | Special Allowance | 48000 |
| 4 | Total Compensation | 300000 |

VII. Branding Executive

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|--------------------|------------|
| 1 | Bandee Vamsi Krishna | Branding Executive | 2.8 |
| 2 | Bhimesh | Branding Executive | 2.8 |
| 3 | Charchitha N Behura | Branding Executive | 2.8 |
| 4 | Kumar V | Branding Executive | 2.8 |
| 5 | Megha R | Branding Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Branding Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
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| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

We have reviewed their academic records, conducted thorough interviews, and are confident that they possess the necessary skills and qualities required to contribute to our company's success.

We will be sharing the individual offer letters for each of the selected candidates with copies marked to you.

We request you to kindly inform us about their examinations and the expected date they will be able to join our organization. We will plan their joining dates accordingly.

We would like to express our gratitude to you and your team for your cooperation and support throughout the recruitment process. It has been a pleasure working with your institution, and we hope to continue this partnership in the future.

Thank you once again for your valuable assistance.

Yours Sincerely,

For Bizotic Talent Solutions Private Limited

Ramyashree S



Ramyshree S
Head of Finance & Operations



Inside Sales Representative

Educational Qualification:

- Graduates in any stream (10+2+3)/MBA (preferred)
 - Salary: Upto 3.5LPA

Job Description:

- Completes work in accordance with accepted practices within field
- Engage with sales and other stakeholders to ensure smooth functioning of processes
- Works with team to support achievement of project milestones and deliver on internal and/or external commitments
- Utilize analytical skills to share business insights
- Adjusts to multiple demands and shifting priorities to deliver ad hoc sales execution support
- Good Communication Skills(Mandatory)
- Strong knowledge on Microsoft Excel and PowerPoint
- Strong communication/Presentation Skills
- SQL knowledge and MS Excel knowledge is an additional advantage
- Strong Analytical skills with Automation background



#15, 3rd Main, 3rd Cross, Maruthi Nagar, Shreyas colony, JP Nagar 7th Phase - 560078

To,
The Placement Officer
REVA University
Bangalore - 560064

Date: 15th March, 2018

Respected Sir,

We are pleased to inform you that our company has successfully completed the recruitment process for the current academic year at your esteemed institution. We are happy to announce that we have identified some exceptional talent and would like to extend job offers to the selected students. The roles and the students selected against each role along with the compensation break up is as under:

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| Sl. No | Name | Role | CTC in LPA |
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| 4 | C Sumanjali | Process Executive | 2.8 |
| 5 | Hema B R | Process Executive | 2.8 |
| 6 | Kavya V | Process Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Process Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
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| Sl. No | Name | Role | CTC in LPA |
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| 3 | Rohith M Nayak | Sales trainee-L&D | 2.4 |
| 4 | Shruti | Sales trainee-L&D | 2.4 |
| 5 | Siddanthi Narasimham Vikram Simha | Sales trainee-L&D | 2.4 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Sales Trainee L & D | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 144000 |
| 2 | House Rent Allowance | 57600 |
| 3 | Special Allowance | 38400 |
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III. Verbal Trainer

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------|----------------|------------|
| | | | |
| 2 | Kavya Patil | Verbal Trainer | 2.8 |
| 3 | Nidhi Kumari | Verbal Trainer | 2.8 |
| 4 | Rohan Nagaraj Kora | Verbal Trainer | 2.8 |
| 5 | Saquib Shaik | Verbal Trainer | 2.8 |
| 6 | Sharada N.S | Verbal Trainer | 2.8 |
| 7 | Swathi K V | Verbal Trainer | 2.8 |
| 8 | Ankitha B C | Verbal Trainer | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Verbal Trainer | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
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| 3 | Special Allowance | 44800 |
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| Sl. No | Name | Role | CTC in LPA |
|--------|-----------------------|---------------------|------------|
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| 2 | Manjula Venkateswarlu | Marketing Associate | 2.6 |
| 3 | Manjunath Teja N | Marketing Associate | 2.6 |
| 4 | Manoj H E | Marketing Associate | 2.6 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Marketing Associate | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 156000 |
| 2 | House Rent Allowance | 62400 |
| 3 | Special Allowance | 41600 |
| 4 | Total Compensation | 260000 |

V. Business Development Specialist

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|---------------------------------|------------|
| 1 | ANUSHA V | Business Development Specialist | 2.8 |
| 2 | Ibrahim Mohamed Omar | Business Development Specialist | 2.8 |
| 3 | KRUTHIKA M R | Business Development Specialist | 2.8 |

| Compensation Break up | | |
|-----------------------|---------------------------------|-----------------|
| Position | Business Development Specialist | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
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| 3 | Pradeep Kumar | Trainee Relationship Manager | 3 |
| 4 | Rahul Koudal | Trainee Relationship Manager | 3 |
| 5 | Ranjith S D | Trainee Relationship Manager | 3 |
| 6 | Alam Nikesh | Trainee Relationship Manager | 3 |
| 7 | Amulya T C | Trainee Relationship Manager | 3 |
| 8 | Chejarla Venkata Vidya Sagar Reddy | Trainee Relationship Manager | 3 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Trainee Relationship Manager | |
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| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|--------------------|------------|
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| 2 | Bhimesh | Branding Executive | 2.8 |
| 3 | Charchitha N Behura | Branding Executive | 2.8 |
| 4 | Kumar V | Branding Executive | 2.8 |
| 5 | Megha R | Branding Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Branding Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

We have reviewed their academic records, conducted thorough interviews, and are confident that they possess the necessary skills and qualities required to contribute to our company's success.

We will be sharing the individual offer letters for each of the selected candidates with copies marked to you.

We request you to kindly inform us about their examinations and the expected date they will be able to join our organization. We will plan their joining dates accordingly.

We would like to express our gratitude to you and your team for your cooperation and support throughout the recruitment process. It has been a pleasure working with your institution, and we hope to continue this partnership in the future.

Thank you once again for your valuable assistance.

Yours Sincerely,

For Bizotic Talent Solutions Private Limited

Ramyashree S



Ramyshree S
Head of Finance & Operations

PRIVATE & CONFIDENTIAL



To,

Dear Jayanth Kumar T S,

Date: 15 Jan 18

Letter of Intent (LOI)

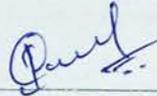
Subsequent to the meetings between Outsourcepartners International Pvt. Ltd and you, we are pleased to issue a Letter of Intent on the terms set here in.

1. You are being offered the position of **Associate at Band A1**
2. Your date of joining shall be on or before **16th January 2018**
3. The offer is subject to the following conditions;
 - a. Accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date
 - b. You meeting all evaluation criteria in all the trainings.
 - c. Successful drug screening, criminal background and reference check.If any of the above conditions are not met, this LOI/ Employment agreement would be liable to be terminated.
4. On your date of joining, you may be issued a formal Employment Agreement in exchange of this LOI.
5. You shall be based at **Bangalore** but will serve the company or any of its subsidiaries or associated companies in any location within or outside of India.
6. As an employee of the Company, you will receive an **annual CTC (Cost to the Company) of Rs. 210,156/-**. This will be payable to you in accordance with the prevailing standard compensation plan of the Company.

Kindly sign and return a copy of this letter as a token of your acceptance.

Yours sincerely,
For Outsourcepartners International Pvt. Ltd.


Nirmal Paramban
Assistant Vice President, Human Resources


I accept the terms and conditions of this offer



ANNEXURE - A

Statement of Compensation and Benefits

| | | |
|---|-------------------|----------------|
| Name : | Jayanth Kumar T S | |
| Band : | A1 | |
| Designation: | Associate | |
| Ref: | OPI\BLR\HR\11855 | |
| Components of Salary | Monthly | Annual |
| Basic + DA * | 6,525 | 78,300 |
| Basket of Allowances | 5,742 | 68,904 |
| Employers Contribution to PF or Special Allowance | 783 | 9,396 |
| Total Fixed Compensation (A) | 13,050 | 156,600 |
| for Outsourcpartners International Pvt. Ltd. | | |
|  | | |
| Nirmal Paramban | | |
| Assistant Vice President, Human Resources | | |
| Accepted : | | |
| Name: | | |
| Signature: | | |
| Date: | | |



Offer: Computer Consultancy
Ref: TCSL/CT20172258266/Bangalore
Date: 08/09/2017

Mr. Jishnu J
34/A, Lakshminilayam Railway Mens Layout, Thanisandra,
Near Monarch Serenity Appartments,
Bengaluru-560077,
Karnataka.
Tel# 91-7019386802

Dear Jishnu J,

Sub: Letter of Offer

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

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

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

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

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

TCS Confidential
TCSL/CT20172258266

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: 1 800 209 3111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

| | |
|----------------|--|
| Name | Jishnu J |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|---------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 10,200 | 1,22,400 |
| Bouquet Of Benefits # | 13,000 | 1,56,000 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,224 | 14,688 |
| Gratuity | 490 | 5,887 |
| Total of Annual Components & Retirals | 1,715 | 28,475 |
| Retention Incentive | NA | 0 |
| TOTAL GROSS | 27,415 | 3,36,875 |

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

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

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

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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

| Component Category | Monthly | Annual |
|----------------------------------|---------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Conveyance Allowance | 800 | 9,600 |
| Leave Travel Assistance | 850 | 10,200 |
| Sundry Medical Reimbursement | 500 | 6,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 6,270 | 75,240 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |

TCS Confidential
TCSL/CT20172258266

12

TATA CONSULTANCY SERVICES

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



Offer: Computer Consultancy
Ref: TCSL/CT20172238224/Bangalore
Date: 10/01/2018

Ms. Jonna Pranavi
Flat No:502, Vs NivasRoad No:1 , Vr Colony,
Near Ayushman Hospital,
Kurnool-518001,
Andhra Pradesh.
Tel# 91-9491431077

Dear Jonna Pranavi,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **IT Infrastructure Services (ITIS)** Unit, which is subject to change as per the business requirements of TCSL.

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

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

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

TCS Confidential
TCSL/CT20172238224

1



COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to 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 ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Conveyance Allowance

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

3. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or 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.

4. Sundry Medical Reimbursement

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



5. Personal Allowance

You will be eligible for a monthly personal allowance of of ₹6,270/- per month. This component is subject to review and may change as per TCSL's compensation policy.

6. 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 Initial Learning Programme.

CITY ALLOWANCE

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



OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹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.

TCS Confidential

TCSL/CT20172238224

4

TATA CONSULTANCY SERVICES

WYDEHI 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



Loans

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

Professional Memberships

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

RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

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

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



2. Disclaimer

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

3. Training Period

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

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

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

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

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

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



6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

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

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.



11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

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

13. TATA Code of Conduct

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

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

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



15. Retirement

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

16. Pre-employment Medical Certificate

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

17. Employment of Non Indian Citizens

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

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

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

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



*There is no disciplinary case pending against you in the university

*If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

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

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

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

21. Letter of Appointment

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

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

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



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCSL Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

| | |
|-----------------------|---|
| Name | Jonna Pranavi |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|----------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 10,200 | 1,22,400 |
| Bouquet Of Benefits # | 13,000 | 1,56,000 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,224 | 14,688 |
| Gratuity | 490 | 5,887 |
| Total of Annual Components & Retirals | 1,715 | 28,475 |
| Retention Incentive | NA | 0 |
| TOTAL GROSS | 27,415 | 3,36,875 |

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

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

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

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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

| Component Category | Monthly | Annual |
|----------------------------------|----------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Conveyance Allowance | 800 | 9,600 |
| Leave Travel Assistance | 850 | 10,200 |
| Sundry Medical Reimbursement | 500 | 6,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 6,270 | 75,240 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |



Annexure 2

Regional Offices

| | |
|--|---|
| <p>Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601</p> | <p>Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114</p> |
| <p>Chennai Lead- Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555</p> | <p>Delhi Lead-Talent Acquisition Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735</p> |
| <p>Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222</p> | <p>Kolkata Lead-Talent Acquisition TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003</p> |
| <p>Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001</p> | <p>Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190</p> |
| <p>Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107</p> | <p>Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499</p> |



Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.



2. Retainer/Consultant's Obligations

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of Retainer/Consultant-ship, the Retainer/Consultant agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

The Retainer/Consultant agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and the Retainer/Consultant hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests the Retainer/Consultant may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.



4. Prior knowledge

The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines

The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Retainer/Consultant's Rights

The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.



9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.



Offer: Computer Consultancy
Ref: TCSL/CT20172238224/Bangalore
Date: 10/01/2018

Ms. Jonna Pranavi
Flat No:502, Vs Nivas Road No:1 , Vr Colony,
Near Ayushman Hospital,
Kurnool-518001,
Andhra Pradesh.
Tel# 91-9491431077

Dear Jonna Pranavi,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the **IT Infrastructure Services (ITIS)** Unit, which is subject to change as per the business requirements of TCSL.

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

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

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



GROSS SALARY SHEET

Annexure 1

| | |
|----------------|--|
| Name | Jonna Pranavi |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|---------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 10,200 | 1,22,400 |
| Bouquet Of Benefits # | 13,000 | 1,56,000 |
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| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,224 | 14,688 |
| Gratuity | 490 | 5,887 |
| Total of Annual Components & Retirals | 1,715 | 28,475 |
| Retention Incentive | NA | 0 |
| TOTAL GROSS | 27,415 | 3,36,875 |

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

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

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

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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| Component Category | Monthly | Annual |
|----------------------------------|---------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Conveyance Allowance | 800 | 9,600 |
| Leave Travel Assistance | 850 | 10,200 |
| Sundry Medical Reimbursement | 500 | 6,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 6,270 | 75,240 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |

TCS Confidential
TCSL/CT20172238224

12

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

Date – September 19, 2017

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block,
Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-49139999
[http://www-
07.ibm.com/in/careers/](http://www-07.ibm.com/in/careers/)

Dear Joshua Mathew,

Congratulations!

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

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

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

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

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

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

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

Sincerely,



Rohit K Vohra
Recruitment Leader
India/SA

TCI EXPRESS

LEADER IN EXPRESS

TCIEXP/HRD/XCRP/RC00755/2018

15th June 2018

Mr. K Lokesh Kumar,
S/o Mr. Krishnan M,
97, 1st "B" Main Road Palace Guttanahalli,
Bangalore North, Malleswaram, Bangalore,
Karnataka - 560003.
Ph. No. +91 9066810282

Subject: Offer of Appointment

Dear K Lokesh Kumar,

With reference to your candidature and subsequent interview you had with us, we are pleased to offer you appointment in the services of the company as **Deputy Sales Officer (DSO)** effective from **20th June 2018** on mutually agreed terms and conditions.

Your initial place of posting will be at our **TCI Express Hyderabad Region Office**. You are required to report to: **Mr. Sunil Kumar Rai, Regional Head-Hyderabad**. In addition, your functional reporting would be to **Mr. Manish Jain, AVP-Sales & Marketing, TCI Express Corporate office**.

Detailed appointment letter shall be given to you on your reporting.

Please submit following documents at the time of joining.

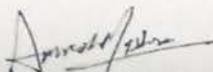
1. Photocopy of all education certificates along with original certificates
2. Experience certificates, if applicable
3. Relieving letter from your present employer, if applicable
4. 3 passport size photographs
5. 2 references letter from persons of repute on non-judicial stamp of Rs.10/- along-with a photocopy of their photo ID proof
6. Voter ID Card copy/ Passport Copy/ Driving License Copy
7. Copy of Aadhar Card
8. Copy of passbook of Bank A/c in State Bank of India/ HDFC Bank

This offer letter is subject to verification of antecedent & documents submitted by you. All the above-mentioned documents must be submitted on the day of joining. The originals of each document must be carried for verification, wherever applicable. This offer & appointment shall stand cancelled in-case of unsuccessful verification at any point of your employment.

You are requested to report for joining along with above documents on **19th June 2018 at 10.00 AM at 11 Mile, Tumkur Road, Madhavara Post, Near Bangalore International Exhibition Center, TCI Compound, Nelamangala Taluk, Bangalore – 562123, Phone No:- 8884011755.**

Should you fail to report for joining as mentioned above, the offer for employment shall stand cancelled without making further reference in this regard, which may please be noted.

You are requested to carefully read the **Annexure II** containing information about your joining & Induction.


Amresh Mishra

K Lokesh Kumar

TCI Express Limited

CIN: L62200TG2008PLC061781

Corporate Office: TCI House, Plot No. 69, Sector 32, Institutional Area, Gurugram - 122001, India

Tel: +91-124-2384090-94 • Email: info@tcieexpress.in • Website: www.tcieexpress.in

Registered Office: Flat Nos. 306 & 307, 1-B-273, Third Floor, Ashoka Bhoopal Chambers, S P Road, Secunderabad – 500003 • Tel: +91 40 27840104

A TCI Company

2017-18 - 54



Extramarks Education India Private Limited

D-180, Sector-63, Noida, U.P. - 201301, India

Ph. : +91-120-4175300

Date : 08-Jan-2018

Name : K N Mithun

Location: Karnataka,

Address: Reva University, Kattigenahalli, Yelahanka, Bangalore-560063, Bangalore, Karnataka - 560063

Dear K N Mithun, EXTRAMARKS 2020 | 11

Subject: Offer letter of employment as **Business Development Executive**.

With reference to your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company (CTC) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible as but not later than **27-Jan-2018**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

As the first step to joining, we would require you to kindly upload the following documents.

- Copies of Educational Certificates.
- Passport size photographs.
- Last payslip received from the previous employer.
- Clearance from previous employer.
- Address Proof.
- Identification Proof (PAN Card/Driving License/Voter ID/Passport Copy).
- PF documents (Form 11 & Form 2).
- Reference sheet form.
- Adherence to Anti-Corruption Policy.

The URL for the link is: <https://careers.extramarks.com/index/filldetail/refId/MjU1NjUzMjI=>

You would also need to upload a scanned copy of this letter with your acceptance. In case you need any help or have any query, do let us know.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

You agree, acknowledge and authorize the Company to carry out necessary verification, background check on you (which may be carried out by a third party) from your institution, college, previous employer etc. Should the Company receive any negative feedback during such verification, background check, the Company shall be well within its right to withdraw/terminate this offer letter (including your appointment, if made) without any legal liability on the Company.

We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead!

Sincerely,

HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before **27-Jan-2018**

Accepted

Registered Office : 506, Surya Kiran Building, 19 K.G. Marg, Connaught Place, New Delhi - 110 001.

Ph. : +91-011-40392333 / Fax : +91-011-23733114/ CIN : U80900DL2015FTC283323 / www.extramarks.com

2018-19 → 30



05 March 2018

PRIVATE & CONFIDENTIAL

To whom it may concern,

Re: K NAMAN A19221062017/05

**Address: REVA University, Rukmini Knowledge Park Kattigenahalli, Yelahanka, Bangalore 560 064
Karnataka, India.**

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

K NAMAN is employed as a **Prod Compliance Sr. Associate** and commenced employment with Amazon on **08 March 2018**.

The above information is given in the strictest confidence and with no liability accepted by the company or any of our employees. This information should not be divulged to any third party without first seeking permission from the respective Amazon entity.

On behalf of
Amazon Development Centre (India) Private Limited

Kind Regards,

Arijit Basu
Sr. Manager, HR Operations – HR Services



APPOINTMENT LETTER

March 13, 2018

**Mr. K Tharun .
#101,Shalimar Apartments,1st A Main,
Chinnana Layout, Lr Bande Road, Kavalbyr
Bangalore - 560032**

Dear **K Tharun .,**

Welcome to Wipro Limited ('Wipro') and congratulations on your appointment as **Project Engineer.**

1. Appointment Details:

- a. The date of appointment is effective from the date of joining unless otherwise communicated in writing by the company.
- b. You will be on probation for a period of 12 months from the date of the appointment. On completion of the Probationary period, your appointment will be confirmed and communicated to you in writing. Unless confirmation is communicated in writing, the probation period is deemed extended.
- c. The retirement age is 58 years.
- d. You may be transferred in such capacity as Wipro may from time to time determine to any other location, department, function, establishment, or branch of Wipro or subsidiary, associate or affiliate of Wipro. In such case you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Wipro locations in India to suit customer time including on 24x7 basis. You agree to operate from any of these locations and in any of the shifts, including night shift, as may be decided by Wipro keeping in mind business needs and deliverables to customers.
- f. This letter of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by Wipro for your role, and you successfully completing the pre-joining assessment based on the training module, in the prescribed format and time frame as informed to you.
- g. Kindly ensure you submit the second copy of the appointment letter signed by you on the day of reporting for work.

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III titled Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the management.

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Sarjapur Road E : info@wipro.com
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India C : L32102KA1945PLC020800





- c. Other compensation and benefits in accordance with Wipro policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Wipro policy.
- e. Changes in your compensation are at Wipro's discretion and will be subject to and on the basis of effective performance and results during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

- a. Leave, holidays and working hours as applicable to your stream and location of posting.
- b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by Wipro.
- c. Participation in the Wipro Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
- d. Leave Travel Assistance (LTA) as per the policy of Wipro.
- e. Wipro Medical Assistance Scheme (MAS) and Contributory Medical Insurance for your band and stream provided you are not covered under the purview of the ESI Act.
- f. Employee Benefits Program sponsored and administered by Wipro for management employees, comprising pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.
- g. Please refer to the detailed policies in the Wipro intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

- a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. There may be times when you will be expected to work extra hours to achieve the above. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of Wipro, whether directly or indirectly.
- b. You may be required to undertake travel on Wipro work for which you will be reimbursed travel expenses as per the Wipro policy applicable to you.
- c. We at Wipro are committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of Wipro including the Code of Business Conduct and Ethics as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.
- d. Consistent with (c) above, any matter or situation or incident that may arise which could potentially result, or has resulted, in any violation of the policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head.

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5. Conflict of Interest:

- a. You are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.
- b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
- c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
 - i. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.
 - ii. Any customer or vendor of Wipro to move his existing business with Wipro to a third party or to terminate his business relationship with Wipro.
 - iii. Any existing employee to become associated with, or perform services of any type for any third party.
- d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand Wipro's position on this and resolve the conflict.

6. Confidentiality:

- a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).
- b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

8. Non-Compete

In the course of your employment with Wipro you will be providing services to customers or clients of Wipro during which process you would be handling sensitive information including but not limited to key customers of Wipro, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to Wipro and its protection is of utmost importance to Wipro. You confirm that for a period of six (6) months after separation of your employment from Wipro (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing Wipro during the six (6) months preceding the date of separation.

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9.General:

This letter of appointment is subject to the condition that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable to be removed from service without any prior notice. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this Agreement.

- a. Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- b. These employment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.
- c. You warrant that you are not prevented by a court or by any other administrative or judicial order from providing the services required under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
- d. During the employment you have to comply by all policies of Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time. You agree to comply with all policies as modified from time to time.
- e. Your appointment cannot be further processed and will be treated as withdrawn in the event of:
 - i. Your failing to clear any remaining backlog papers, and/or
 - ii. For 10th Standard: You are not being able to maintain minimum aggregate marks of 60% in your 10th Standard.
 - iii. For 12th Standard: You are not being able to maintain minimum aggregate marks of 60% in your 12th Standard or equivalent education.
 - iv. For Graduates: A. You are not being able to maintain minimum aggregate marks of 65% in your graduation.
B. For Post Graduates: You are not being able to maintain minimum aggregate marks of 65% in your graduation and 65% in post-graduation.

10. Training Agreement:

As part of your smooth transition from campus to corporate, the company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training Wipro makes significant investment for your project readiness and successful journey in the projects. In consideration of the company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and serve the company for a period of 15 months commencing from the date of your joining. In case you choose to leave the company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall pay to the company liquidated damages of upto Rs. 75,000/- (Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the company.

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11. Notice Period:

This contract of employment is terminable, without reasons, by either party giving one-month notice during probationary period and two months' notice on confirmation. Wipro reserves the right to pay or recover salary in lieu of notice period. Further, Wipro may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if Wipro desires the employee to continue the employment during the notice period the employee shall do so.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment and submitting the same on the date of appointment.

12. On Separation:

On acceptance of separation notice, you will immediately give up to the company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects or shall not make or retain any copies of these items.

Please confirm that the above mentioned terms and conditions are acceptable to you and that you accept the appointment by submitting the signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For Wipro Limited,

Sunil Kalachar
General Manager - Talent Acquisition

I have read, understood and agree to accept the employment on the terms and conditions herein. I shall be reporting for duty on ___/___/___

Name: _____

Signature: _____

Date: ___/___/___

Place: _____

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ANNEXURE I

CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

- a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.
- b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.
- c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
- d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
- e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will inform the top management.

Name:

Date: __/__/____

Signature:.....

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Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities. As an employee of Wipro you are considered as an Insider and accordingly advised as below:

1.Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: polycycleclearinghouse@wipro.com.

2.Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need-to-know basis. Employees are strictly prohibited from the following:

- a) Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.
- b) Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.
- c) Unauthorized disclosure or communication of UPSI.
- d) Procuring any UPSI from others

3.Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.

4.Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees.

For more details on procedures and guidelines, employees are requested to refer Wipro's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to polycycleclearinghouse@wipro.com.

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ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I -----, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- b. processing my job application including background verification checks;
- c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

Name:

Date: __ / __ / ____

Signature.....

Registered Office:

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ANNEXURE III
SALARY OFFER SHEET

Name : K Tharun .

Position : Project Engineer

Career Group: TRB - II

a. You shall receive salary as detailed below.

| COMPONENT | AMOUNT (INR) |
|---|----------------|
| Basic | 9,340 |
| HRA | 4,670 |
| Commutation Allowance | 1,600 |
| Bonus | 1,870 |
| Wipro Benefits Plan (WBP) | 5,630 |
| Additional allowance | - |
| Total Fixed Cash | 23,110 |
| PF (Employer Contribution) | 1,121 |
| Gratuity | 496 |
| Total Fixed Compensation | 24,727 |
| Other Compensation Benefits | |
| Health benefit (Medical) | 600 |
| Variable Pay | |
| Target Variable Pay | 1,340 |
| Target Cost to Company per month | 26,667 |
| Total Cost to Company per annum | 320,004 |

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

b. Depending on your performance during the online pre-joining assessment program, in the event you fall under Performance Category - 1, i.e. you are amongst top 30% of the candidates, your total cost to company per annum shall stand revised to INR 3,30,000 in the salary structure under (a) above.

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c. **Apart from the standard salary emoluments, Project Engineers are also entitled to unique Wipro Benefits to assist them in maintaining a healthy work-life balance. The details of the benefits are as follows:**

- a. Onetime Interest free loan of **Rs. 20,000** towards housing deposits or towards purchase of a two wheeler
- b. Onetime Interest free contingency loan of **Rs. 50,000** towards housing deposits or illness, death in immediate family or self marriage
- c. Medical assistance of **Rs. 15,000** per annum for employees who are not covered under the ESI scheme.

Medical Insurance Coverage up to Rs. 2 lacs per annum

Date: __/__/____

Signature:.....

Registered Office:

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ANNEXURE - IV

I hereby confirm that I shall submit the required academic certificates including mark sheet, Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for termination of my employment with Wipro.

Name:

Date: __/__/____

Signature:.....

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ANNEXURE - V

VARIABLE PAY- A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

- a. Individual linked parameter: Based on number of days billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3. This would comprise of 100% of your Variable Pay amount. (for employees joining in these Bands in Support roles and central functions 100% of Variable Pay would be linked to revenue and OM as mentioned in (b) and (c) below)
- b. Revenue achievement linked parameter: Based on the Revenue achievement of your Business Unit / Vertical / Service Line. This would be linked to 50% of your Variable Pay payout. This is applicable only for employees in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 joining in Support roles.
- c. OM linked parameter: Based on Operating Margin achievement of your Business Unit. This would be linked to 50% of your Variable Pay payout. This is applicable only for employees in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 joining in Support roles.

The Variable Pay payout amount is liable to vary as per the performance on the above parameters.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

For more details please refer to the policy hosted on myWipro à My Information Source à My Policies à View All Policies à (Select Country) à My Financials à Compensation à Variable Pay

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SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus:

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

House Rental Allowance:

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

Commutation Allowance:

This allowance is tax free up to the extent of Rs.1600/- per month. This does not warrant the production of any bills.

Wipro Benefit Plan (WBP):

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance, Commutation Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable food coupons, use of Wipro Bus can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

1. Leave Travel Allowance:

New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to myWipro on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

2. Telephone/Mobile Phone Allowances:

The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for pre-paid connections will be eligible under this head.

3. Non-transferable Food Coupons:

An amount of Rs. 2,750 per month towards purchase of Non-Transferable food coupons is eligible for IT exemption under WBP.

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4. Education Allowance:

An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

5. New Pension System:

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

Retirement Benefits:

It consists of:

- a. 12% of your Basic towards Provident Fund.
- b. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

Accommodation, Food & Other Miscellaneous Expenses

- a. You would be entitled for Rs. 1000 per day for 8 days (total amount of Rs. 8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount and you would not need to submit bills towards usage of this amount.
- b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:
 - i. Settlement and Miscellaneous Expenses: Rs. 1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.
- c. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

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SUMMARY - SOCIAL SECURITY & OTHER BENEFITS*

Medical

1. Medical Assistance Program (MAS): This is a medical scheme covering you, your spouse and your children to the extent of Rs.15,000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.

2. Mediclaim: A floater coverage of Rs. 2,00,000 per annum for family (self, spouse & children) towards hospitalization. A nominal deduction per month as mentioned below is made towards contribution for the mediclaim benefit. 10% of the claim amount has to be borne by the employee. However, this does not apply if the hospitalization is in a Preferred Mediassist Network hospital.

* Rs. 240 - Contribution in case of single individual

* Rs. 520 - Contribution in case you are married

If the employee wishes to enhance the coverage, Top up cover option is also available wherein one can increase it for a highly negotiated premium. More details on the policy are available on My Policies Section in [myWipro](#) which is accessible on joining.

3. Annual Health check: Company paid Annual health checkup program is available for employees above 40 years of age.

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Gratuity Benefit: Up to Rs. 10,00,000

This provides you a lump sum benefit upon separation after completion of 5 years of service or on retirement or when deceased. Your gratuity is computed as: Last drawn Basic Salary * No. of years served * 15/26.

Survivor Benefit Pension Program:

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members. E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic * No of years to Retirement * Grade Factor * % based on number and age of surviving members. I.e. $15,000 \times 20 \times 2.7\% \times 80\% = \text{Rs. } 6,480$ per month as supplementary pension payable. *Grade Factor is a band specific pre-defined pension Accrual rate.

Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

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1. Your Life and Accident Cover:

a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000

Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Even on temporary disability due to Accident you get compensated for loss of wages on account of leave due to Accident of up to Rs. 5,000 per week. In case of death due to accident, your total cover would be 26 lacs (12 Lacs + 14 Lacs). Employees can also get an extra coverage for a nominal and highly negotiated premium.

b. Group Life Insurance Program: Rs. 14,00,000

In the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover. Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies ->India -> My Financials -> Group Life Insurance / Personal Accident

The policies mentioned here are policies of the Company as on date; this is subject to change in future as per policies of the Company from time to time.

2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year.

The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.150,000 per annum, member employee will have an option to restrict the contribution to Rs.150,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.150,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data-> My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

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INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro grooms campus selects to help them face the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental IT skills followed by insights into Wipro businesses, process, technology and behavioral skills.

To understand and appreciate the mindset of the freshers and ensure that the transformation is smooth, the induction program is done by a team of dedicated professionals who have exposure to the academic and corporate sectors alike. Project Readiness Program (PRP) is a training program designed to address the basic learning needs of the freshers.

Corporate Readiness Program - CRP

The CRP program is focused on making fresher comfortable in a corporate environment. This program starts with a corporate induction.

“PINNACLE” a behavioral skills building training program ensures that the fresher start feeling at ease in the “corporate world”. This activity based behavioral intervention informs the new entrants about the corporate work culture and business etiquette.

STEP PLUS is a 60-minute English language Assessment, which assesses grammar, listening, reading and speaking skills.

During PRP, STEP PLUS assessments would be scheduled and participants are expected to score a minimum of 917 marks out of 1581. This is a gating criteria for participants for clearing PRP & deputing in projects. It is mandatory to score a minimum of 800 marks and participants whose score is less than 800 marks would be exited from the organization.

Technology Readiness Program - TRP

The technology training provides critical technical skills required to work on projects allocated to freshers and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work environment.

The methodology of training is “Project Based Learning” (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project. Starting with individual projects, the PBL approach ends with recruits working on a team project.

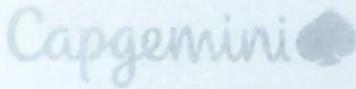
During TRP, fresher shall take up assessments as shared in the schedule. The assessment consists of Multiple Choice Questions (MCQ), Case Study, Project / Scenarios snippets. The duration of the assessment is for a day. The overall PRP score is computed as 30% weightage to MCQ, 70% weightage to Case study and /Project/ Scenario. There will be an improvement opportunity provided for those who score lesser than 75% at the TRP training. Faculty at Talent Transformation shall devote their time to mentor and coach the student. This is done to ensure enriched knowledge and improved understanding of the topic. All the efforts made in this direction are meant for the fresher to be able to clear in the improvement assessment with flying colors.

The training is said to be completed only when the fresher is able to score 800 in STEPPLUS assessment and 75% in PRP Technical assessment. Failure to achieve the required score in either STEPPLUS or Technical will result in exiting from the organization.

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Capgemini Technology Services India Limited
 Plot 2, C Wing, 1st Floor, Godrej IT Park,
 Godrej & Boyce Compound, Gate No. 2,
 L.D.S. Marg, Prajeshanagar, Vikroli (West),
 Mumbai 400 079, Maharashtra, India.
 Tel: +91 22 6686 0500 | Fax: +91 22 6755 7066
 www.capgemini.com

Date: 1/23/2018

Ref No: HR/Campus/201830816

Mr. K V Vinay Kumar
Reva Institute of Technology & Management

Letter of Intent ("LOI")

Dear Vinay Kumar,

With reference to your interview conducted by us at Reva University, Bangalore, 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 subject to 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.

You will be required to undergo mandatory trainings prior to your joining Capgemini. Your joining will be conditional upon successfully clearing the mandatory trainings. 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. You will be required to undergo classroom training for a duration not exceeding 15 weeks. During the training period, your performance will be evaluated periodically.

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



CSE

Offer: Computer Consultancy
Ref: TCSL/CT20172238241/Bangalore
Date: 10/01/2018

Ms. K Vaishnavi
#867th Main, Vinayak Nagar Baglur Cross, Yelahanka,
Big Market,
Bangalore-560063,
Karnataka.
Tel# 91-9886555637

Dear K Vaishnavi,

Sub: Letter of Offer

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

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

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

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

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

TCS Confidential
TCSL/CT20172238241

TATA CONSULTANCY SERVICES

VIDEHA, 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 3113 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

| | |
|----------------|--|
| Name | K Vaishnavi |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|---------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 10,200 | 1,22,400 |
| Bouquet Of Benefits # | 13,000 | 1,56,000 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,224 | 14,688 |
| Gratuity | 490 | 5,887 |
| Total of Annual Components & Retirals | 1,715 | 28,475 |
| Retention Incentive | NA | 0 |
| TOTAL GROSS | 27,415 | 3,36,875 |

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

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

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

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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

| Component Category | Monthly | Annual |
|----------------------------------|---------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Conveyance Allowance | 800 | 9,600 |
| Leave Travel Assistance | 850 | 10,200 |
| Sundry Medical Reimbursement | 500 | 6,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 6,270 | 75,240 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |

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TATA CONSULTANCY SERVICES

VIDYANI RC-T BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office: Narimán Building, 9th Floor, Narimán Point, Mumbai 400 021
TCS Careers Service Line: 1800 208 3113 Email: careers@tcs.com

11 April 2018

Hyderabad

K.V. Rakshita

Employment offer

Dear Rakshita,

Further to the interviews and discussions conducted as part of the campus hire drive, we are pleased to extend an offer of employment to you as **Associate Consultant**. If you choose to accept this offer prior to **13th April 2018**, we would like your start date to be **25th June 2018**, contingent upon the successful clearing of your background screening. The compensation and terms of employment are set forth below:

Your compensation will be INR **360000/-** per annum, (compensation structure given in Annexure I), less taxes and deductions as applicable by the Govt. of India for all required withholdings, and paid in accordance with the Company's normal payroll procedures. Your compensation will be paid on a monthly basis.

Our work culture is informal and we try to encourage self-motivated individuals. We will try and make every effort to ensure that you have an atmosphere that brings out the best in you. As a responsible employee, you would be required to work not less than 45 hours per week. As a company employee, you will be required to follow the corporate rules and policies. You may not disclose confidential company information to unauthorized third parties.

We have prepared a formal Employment Agreement for your review and acceptance which details the complete terms of your employment with Neudesic available in Annexure II. This letter and the Employment Agreement form the complete and exclusive statement of employment between you and the Company. These employment terms supersede any other agreements, understandings, promises, or communications, written or oral, by or on behalf of the Company. The terms and conditions of your employment will be in accordance with the Company's policies and procedures which you are required to peruse before joining.

If you choose to accept this offer of employment, please revert to our mail within 2 days confirming your acceptance. We hope you accept this offer and we look forward to working with you.

Sincerely,

Sharath Kumar Chetlur
Associate Director, Human Capital Management
Neudesic Technologies Private Limited

EMPLOYEE STATEMENT:

I agree with and accept the terms set forth in this letter.

Print Name

Signature

Date

Annexure - I

Compensation Details

Name: K.V. Rakshita
 Designation: Associate Consultant
 Job Location: Hyderabad / Bangalore / Kochi

| Indicative Compensation Structure | |
|---|-----------------|
| Compensation Component | CTC Details (₹) |
| Base Compensation | |
| Basic | 134452 |
| HRA | 53781 |
| Special Allowance | 68851 |
| Conveyance | 19200 |
| Monetary Benefits | |
| Medical Allowances | 15000 |
| Food Allowance (optional for tax exemption) | 26400 |
| LTA | 13445 |
| Insurance Benefits¹ | |
| Health Insurance ² | 5000 |
| Fixed Annual Compensation | 336129 |
| Retirement Benefits | |
| Employer PF Contribution | 17280 |
| Gratuity ³ | 6591 |
| CTC per annum | 360000 |

¹ You are also entitled to an insurance coverage of ₹10, 00,000 under Group personnel accidental policy, without any additional premium

² Employee and five dependents (at an additional premium) are entitled to an insurance coverage of 2, 00,000 on floater policy under Health Insurance.

³ Gratuity Provision is as per the provisions of the 'Payment of Gratuity Act, 1972' and Superannuation Provision is as per 'Employees Provident Funds and Miscellaneous Provisions Act, 1952'.



APPOINTMENT LETTER

March 13, 2018

Mr. K Tharun .
#101, Shalimar Apartments, 1st A Main,
Chinnana Layout, Lr Bande Road, Kavalbyr
Bangalore - 560032

Dear K Tharun ..

Welcome to Wipro Limited ('Wipro') and congratulations on your appointment as **Project Engineer**.

1. Appointment Details:

- The date of appointment is effective from the date of joining unless otherwise communicated in writing by the company.
- You will be on probation for a period of 12 months from the date of the appointment. On completion of the Probationary period, your appointment will be confirmed and communicated to you in writing. Unless confirmation is communicated in writing, the probation period is deemed extended.
- The retirement age is 58 years.
- You may be transferred in such capacity as Wipro may from time to time determine to any other location, department, function, establishment, or branch of Wipro or subsidiary, associate or affiliate of Wipro. In such case you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- We provide support to our global customers through various Wipro locations in India to suit customer time including on 24x7 basis. You agree to operate from any of these locations and in any of the shifts, including night shift, as may be decided by Wipro keeping in mind business needs and deliverables to customers.
- This letter of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by Wipro for your role, and you successfully completing the pre-joining assessment based on the training module, in the prescribed format and time frame as informed to you.
- Kindly ensure you submit the second copy of the appointment letter signed by you on the day of reporting for work.

2. Compensation:

You will be eligible for:

- Compensation and benefits in accordance with Annexure III titled Salary Offer Sheet.
- Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the management.

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ANNEXURE III
SALARY OFFER SHEET

Name : K Tharun .

Position : Project Engineer

Career Group: TRB - II

a. You shall receive salary as detailed below.

| COMPONENT | AMOUNT (INR) |
|---|----------------|
| Basic | 9,340 |
| HRA | 4,670 |
| Commutation Allowance | 1,600 |
| Bonus | 1,870 |
| Wipro Benefits Plan (WBP) | 5,630 |
| Additional allowance | - |
| Total Fixed Cash | 23,110 |
| PF (Employer Contribution) | 1,121 |
| Gratuity | 496 |
| Total Fixed Compensation | 24,727 |
| Other Compensation Benefits | |
| Health benefit (Medical) | 600 |
| Variable Pay | |
| Target Variable Pay | 1,340 |
| Target Cost to Company per month | 26,667 |
| Total Cost to Company per annum | 320,004 |

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

b. Depending on your performance during the online pre-joining assessment program, in the event you fall under Performance Category - 1, i.e. you are amongst top 30% of the candidates, your total cost to company per annum shall stand revised to INR 3,30,000 in the salary structure under (a) above.

Registered Office:

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Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

11 April 2018

Hyderabad

K.V. Rakshita

Employment offer

Dear Rakshita,

Further to the interviews and discussions conducted as part of the campus hire drive, we are pleased to extend an offer of employment to you as **Associate Consultant**. If you choose to accept this offer prior to **13th April 2018**, we would like your start date to be **25th June 2018**, contingent upon the successful clearing of your background screening. The compensation and terms of employment are set forth below:

Your compensation will be INR **360000/-** per annum, (compensation structure given in Annexure I), less taxes and deductions as applicable by the Govt. of India for all required withholdings, and paid in accordance with the Company's normal payroll procedures. Your compensation will be paid on a monthly basis.

Our work culture is informal and we try to encourage self-motivated individuals. We will try and make every effort to ensure that you have an atmosphere that brings out the best in you. As a responsible employee, you would be required to work not less than 45 hours per week. As a company employee, you will be required to follow the corporate rules and policies. You may not disclose confidential company information to unauthorized third parties.

We have prepared a formal Employment Agreement for your review and acceptance which details the complete terms of your employment with Neudesic available in Annexure II. This letter and the Employment Agreement form the complete and exclusive statement of employment between you and the Company. These employment terms supersede any other agreements, understandings, promises, or communications, written or oral, by or on behalf of the Company. The terms and conditions of your employment will be in accordance with the Company's policies and procedures which you are required to peruse before joining.

If you choose to accept this offer of employment, please revert to our mail within 2 days confirming your acceptance. We hope you accept this offer and we look forward to working with you.

Sincerely,

Sharath Kumar Chetlur
Associate Director, Human Capital Management
Neudesic Technologies Private Limited

EMPLOYEE STATEMENT:

I agree with and accept the terms set forth in this letter.

Print Name

Signature

Date

Annexure – I

Compensation Details

Name: K.V. Rakshita
 Designation Associate Consultant
 Job Location Hyderabad / Bangalore / Kochi

| Indicative Compensation Structure | |
|---|-----------------|
| Compensation Component | CTC Details (₹) |
| Base Compensation | |
| Basic | 134452 |
| HRA | 53781 |
| Special Allowance | 68851 |
| Conveyance | 19200 |
| Monetary Benefits | |
| Medical Allowances | 15000 |
| Food Allowance (optional for tax exemption) | 26400 |
| LTA | 13445 |
| Insurance Benefits¹ | |
| Health Insurance ² | 5000 |
| Fixed Annual Compensation | 336129 |
| Retirement Benefits | |
| Employer PF Contribution | 17280 |
| Gratuity ³ | 6591 |
| CTC per annum | 360000 |

¹ You are also entitled to an insurance coverage of ₹10, 00,000 under Group personnel accidental policy, without any additional premium

² Employee and five dependents (at an additional premium) are entitled to an insurance coverage of 2, 00,000 on floater policy under Health Insurance.

³ Gratuity Provision is as per the provisions of the 'Payment of Gratuity Act, 1972' and Superannuation Provision is as per 'Employees Provident Funds and Miscellaneous Provisions Act, 1952'.



2017-18-09 101

Extramarks Education India Private Limited

D-180, Sector-63, Noida, U.P. - 201301, India

Ph. : +91-120-4175300

Date : 08-Jan-2018

Name: Kamal Prashanth T

Location: Karnataka,

Address: Reva University, Kattigenahalli, Yelahanka, Bangalore-560063, Bangalore, Karnataka - 560063

Dear Kamal Prashanth T, EXTRKIR804 2020/18

Subject: Offer letter of employment as **Business Development Executive**.

With reference of your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company (CTC) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible as but not later than **27-Jan-2018**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

As the first step to joining, we would require you to kindly upload the following documents.

- Copies of Educational Certificates.
- Passport size photographs.
- Last payslip received from the previous employer.
- Clearance from previous employer.
- Address Proof.
- Identification Proof (PAN Card/Driving License/Voter ID/Passport Copy).
- PF documents (Form 11 & Form 2).
- Reference sheet form.
- Adherence to Anti-Corruption Policy.

The URL for the link is: <https://careers.extramarks.com/index/filldetail/refId/MjU1NjUzMjI=>

You would also need to upload a scanned copy of this letter with your acceptance. In case you need any help or have any query, do let us know.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

You agree, acknowledge and authorize the Company to carry out necessary verification, background check on you (which may be carried out by a third party) from your institution, college, previous employer etc. Should the Company receive any negative feedback during such verification, background check, the Company shall be well within its right to withdraw/terminate this offer letter (including your appointment, if made) without any legal liability on the Company.

We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead!

Sincerely,

HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before **27-Jan-2018**

Accepted

Registered Office : 506, Surya Kiran Building, 19 K.G. Marg, Connaught Place, New Delhi - 110 001.

Ph. : +91-011-40392333 / Fax : +91-011-23733114/ CIN : U80900DL2015FTC283323 / www.extramarks.com

ECE

Date - September 19, 2017

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block,
Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
[http://www-
07.ibm.com/in/careers/](http://www-07.ibm.com/in/careers/)

Dear KARAN N,

Congratulations!

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

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

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

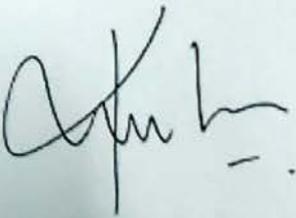
The Expression of Interest shall remain valid until the earlier of date of the Formal Offer Letter or nine months hereinafter.

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

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

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

Sincerely,



Rohit K Vohra
Recruitment Leader
India/SA

2018-18-79



05 March 2018

PRIVATE & CONFIDENTIAL

To whom it may concern,

Re: Karthik C

AN221062019/14

**Address: REVA University, Rukmini Knowledge Park Kattigenahalli, Yelahanka, Bangalore 560 064
Karnataka, India.**

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

Karthik C is employed as a **Prod Compliance Sr. Associate** and commenced employment with Amazon on **08 March 2018**.

The above information is given in the strictest confidence and with no liability accepted by the company or any of our employees. This information should not be divulged to any third party without first seeking permission from the respective Amazon entity.

On behalf of

Amazon Development Centre (India) Private Limited

Kind Regards,

Arijit Basu

Sr. Manager, HR Operations – HR Services

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

Tel.: + 91 - 80 - 6787 3000, Fax: +91 - 80 - 3007 1031 / 33 CIN:
U72200KA2004FTC034253



2017-18 - 99

Extramarks Education India Private Limited

D-180, Sector-63, Noida, U.P. - 201301, India

Ph. : +91-120-4175300

Date : 08-Jan-2018

Name: Karthik R

Location: Karnataka,

Address: Reva University, Kattigenahalli, Yelahanka, Bangalore-560063, Bangalore, Karnataka - 560063

Dear Karthik R, EXTRAR08062020/16

Subject: Offer letter of employment as **Business Development Executive**.

With reference of your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company (CTC) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible as but not later than **27-Jan-2018**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

As the first step to joining, we would require you to kindly upload the following documents.

- Copies of Educational Certificates.
- Passport size photographs.
- Last payslip received from the previous employer.
- Clearance from previous employer.
- Address Proof.
- Identification Proof (PAN Card/Driving License/Voter ID/Passport Copy).
- PF documents (Form 11 & Form 2).
- Reference sheet form.
- Adherence to Anti-Corruption Policy.

The URL for the link is: <https://careers.extramarks.com/index/fulldetail/refId/MjU1NjUzMjI=>

You would also need to upload a scanned copy of this letter with your acceptance. In case you need any help or have any query, do let us know.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

You agree, acknowledge and authorize the Company to carry out necessary verification, background check on you (which may be carried out by a third party) from your institution, college, previous employer etc. Should the Company receive any negative feedback during such verification, background check, the Company shall be well within its right to withdraw/terminate this offer letter (including your appointment, if made) without any legal liability on the Company.

We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead!

Sincerely,

HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before **27-Jan-2018**

Accepted

Registered Office : 506, Surya Kiran Building, 19 K.G. Marg, Connaught Place, New Delhi - 110 001.

Ph. : +91-011-40392333 / Fax : +91-011-23733114 / CIN : U80900DL2015FTC283323 / www.extramarks.com



Offer: Computer Consultancy
Ref: TCSL/CT20172333287/Bangalore
Date: 10/01/2018

Mr. Kaushik Ashutosh Raj
D-125,Reva Hostel,Reva University,Yelahanka,
Bagalur Cross,
Bangalore-560064,
Karnataka.
Tel# 91-8235362847

Dear Kaushik Ashutosh Raj,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **IT Infrastructure Services (ITIS)** Unit, which is subject to change as per the business requirements of TCSL.

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

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

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

TCS Confidential
TCSL/CT20172333287

1



COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to 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 ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Conveyance Allowance

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

3. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or 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.

4. Sundry Medical Reimbursement

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



5. Personal Allowance

You will be eligible for a monthly personal allowance of of ₹6,270/- per month. This component is subject to review and may change as per TCSL's compensation policy.

6. 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 Initial Learning Programme.

CITY ALLOWANCE

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



OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹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.

TCS Confidential

TCSL/CT20172333287

4

TATA CONSULTANCY SERVICES

WYDEHI 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



Loans

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

Professional Memberships

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

RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

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

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



2. Disclaimer

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

3. Training Period

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

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

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

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

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

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



6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

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

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.



11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

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

13. TATA Code of Conduct

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

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

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



15. Retirement

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

16. Pre-employment Medical Certificate

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

17. Employment of Non Indian Citizens

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

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

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

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



*There is no disciplinary case pending against you in the university

*If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

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

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

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

21. Letter of Appointment

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

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

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



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCSL Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

| | |
|-----------------------|---|
| Name | Kaushik Ashutosh Raj |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|----------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 10,200 | 1,22,400 |
| Bouquet Of Benefits # | 13,000 | 1,56,000 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,224 | 14,688 |
| Gratuity | 490 | 5,887 |
| Total of Annual Components & Retirals | 1,715 | 28,475 |
| Retention Incentive | NA | 0 |
| TOTAL GROSS | 27,415 | 3,36,875 |

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

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

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

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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

| Component Category | Monthly | Annual |
|----------------------------------|----------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Conveyance Allowance | 800 | 9,600 |
| Leave Travel Assistance | 850 | 10,200 |
| Sundry Medical Reimbursement | 500 | 6,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 6,270 | 75,240 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |



Annexure 2

Regional Offices

| | |
|--|---|
| <p>Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601</p> | <p>Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114</p> |
| <p>Chennai Lead- Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555</p> | <p>Delhi Lead-Talent Acquisition Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735</p> |
| <p>Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222</p> | <p>Kolkata Lead-Talent Acquisition TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003</p> |
| <p>Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001</p> | <p>Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190</p> |
| <p>Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107</p> | <p>Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499</p> |



Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.



2. Retainer/Consultant's Obligations

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of Retainer/Consultant-ship, the Retainer/Consultant agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

The Retainer/Consultant agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and the Retainer/Consultant hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests the Retainer/Consultant may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.



4. Prior knowledge

The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines

The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Retainer/Consultant's Rights

The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.



9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.

CSE



Offer: Computer Consultancy
Ref: TCSL/CT20172333287/Bangalore
Date: 10/01/2018

Mr. Kaushik Ashutosh Raj
D-125, Reva Hostel, Reva University, Yelahanka,
Bagalur Cross,
Bangalore-560064,
Karnataka.
Tel# 91-8235362847

Dear Kaushik Ashutosh Raj,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the **IT Infrastructure Services (ITIS)** Unit, which is subject to change as per the business requirements of TCSL.

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

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

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

TCS Confidential
TCSL/CT20172333287

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



GROSS SALARY SHEET

Annexure 1

| | |
|----------------|--|
| Name | Kaushik Ashutosh Raj |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|---------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 10,200 | 1,22,400 |
| Bouquet Of Benefits # | 13,000 | 1,56,000 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,224 | 14,688 |
| Gratuity | 490 | 5,887 |
| Total of Annual Components & Retirals | 1,715 | 28,475 |
| Retention Incentive | NA | 0 |
| TOTAL GROSS | 27,415 | 3,36,875 |

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

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

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

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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

| Component Category | Monthly | Annual |
|----------------------------------|---------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Conveyance Allowance | 800 | 9,600 |
| Leave Travel Assistance | 850 | 10,200 |
| Sundry Medical Reimbursement | 500 | 6,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 6,270 | 75,240 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |

TCS Confidential
TCSL/CT20172333287

TATA CONSULTANCY SERVICES

HYDRA RC-1 BLOCK, B2, 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



ABSOLUTE

Surveyors

2018-18-38

Date: 05th July 2018

Dear Kaushik Chowdri V

ABSRO507.2018(01)

We are pleased to confirm you have been selected to work for **Absolute Surveyors** as "**Business Development associate**".

The above information is given in the strictest confidence and with no liability accepted by the company or any of our employees. This information should not be divulged to any third party without first seeking permission from the respective Absolute entity.

Responsibilities are to:

- Willing to familiarize yourself with the company's vision and mission, seeking to accomplish set goals and objectives.
- Cultivating strong relationships with new clients, while maintaining existing client relationships.
- Working closely with staff across departments to implement growth strategies.
- Developing and implementing sales strategies, client service and retention plans, and analyzing sales data to inform or update marketing strategies.

Financial Offer - Salary and Benefits:

- 3, 00,000/- per annual fixed salary will be offered for the designation "Business Development associate".
- 2, 00,000/- will be offered as compensations and benefits for group insurance, health care.

We are delighted to send you this offer to be approved and signed from you in order to start the job from July Month.

We look forward to join our company in order to work with you

On behalf of

Absolute surveyors (India) Private Limited

Date – September 19, 2017

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block,
Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-49139999
[http://www-
07.ibm.com/in/careers/](http://www-07.ibm.com/in/careers/)

Dear KAUSHIK Y H,

Congratulations!

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

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

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

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

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

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

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

Sincerely,



Rohit K Vohra
Recruitment Leader
India/SA

CSE



June 25, 2018

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Kaushik Y H

At IBM you can innovate breakthroughs and help make life changing impact. We are experts in nearly every technical, scientific and business field. As IBMers, we are proud to apply our expertise in countries we are citizens of; all united by a single purpose: to be essential.

We invite you to join us as a Associate System Engineer, in band 06G and experience an inclusive, collaborative and learning culture with the support of technical & business experts, mentors, leaders and colleagues worldwide. You will thrive in an environment that cultivates creativity and individuality; and; be part of projects that help make the world work better.

Talent development is strategic to IBM; and you will have access to a unique learning platform powered by IBM's Watson, IBM Cloud and IBM Bluemix to help you learn quicker, learn smarter, and help the company stay agile and top-notch.

Your letter of employment is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcome you to be a part of our team.



IBM CONFIDENTIAL

ANNEXURE A

| DATE | June 25, 2018 | | |
|---------------------------------------|---------------------------|---------------------------|-----------|
| NAME | Kaushik Y H | BAND | 06G |
| DESIGNATION | Associate System Engineer | LOCATION | BANGALORE |
| <u>Compensation Components</u> | | <u>IBM Offer (in INR)</u> | |
| 1. Annual Basic Salary | | 135135 | |
| 2. Annual Flexible Benefit Plan (FBP) | | 162162 | |
| 3. Annual Reference Salary (ARS) | | 297297 | |
| 4. Retirals | | | |
| a) Provident Fund (PF) | | 16216 | |
| b) Gratuity @ 4.8% | | 6486 | |
| 5. Annual Reference Salary + Retirals | | 320000 | |

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining IBM. Please note: IBM reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining IBM. Please note: IBM reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.



#15, 3rd Main, 3rd Cross, Maruthi Nagar, Shreyas colony, JP Nagar 7th Phase - 560078

To,
The Placement Officer
REVA University
Bangalore - 560064

Date: 15th March, 2018

Respected Sir,

We are pleased to inform you that our company has successfully completed the recruitment process for the current academic year at your esteemed institution. We are happy to announce that we have identified some exceptional talent and would like to extend job offers to the selected students. The roles and the students selected against each role along with the compensation break up is as under:

I. Process Executive Role

| Sl. No | Name | Role | CTC in LPA |
|--------|---------------------|-------------------|------------|
| 1 | Abhishek B R | Process Executive | 2.8 |
| 2 | Bindu S M | Process Executive | 2.8 |
| 3 | C Sai Prathik Reddy | Process Executive | 2.8 |
| 4 | C Sumanjali | Process Executive | 2.8 |
| 5 | Hema B R | Process Executive | 2.8 |
| 6 | Kavya V | Process Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Process Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

II. Sales Trainee L & D

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------------------------|-------------------|------------|
| 1 | Pinaki Lalit Agarwal | Sales trainee-L&D | 2.4 |
| 2 | Poojarani | Sales trainee-L&D | 2.4 |
| 3 | Rohith M Nayak | Sales trainee-L&D | 2.4 |
| 4 | Shruti | Sales trainee-L&D | 2.4 |
| 5 | Siddanthi Narasimham Vikram Simha | Sales trainee-L&D | 2.4 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Sales Trainee L & D | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 144000 |
| 2 | House Rent Allowance | 57600 |
| 3 | Special Allowance | 38400 |
| 4 | Total Compensation | 240000 |

III. Verbal Trainer

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------|----------------|------------|
| 1 | J Kalyan Kumar | Verbal Trainer | 2.8 |
| | | | |
| 3 | Nidhi Kumari | Verbal Trainer | 2.8 |
| 4 | Rohan Nagaraj Kora | Verbal Trainer | 2.8 |
| 5 | Saquib Shaik | Verbal Trainer | 2.8 |
| 6 | Sharada N.S | Verbal Trainer | 2.8 |
| 7 | Swathi K V | Verbal Trainer | 2.8 |
| 8 | Ankitha B C | Verbal Trainer | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Verbal Trainer | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

IV. Marketing Associate

| Sl. No | Name | Role | CTC in LPA |
|--------|-----------------------|---------------------|------------|
| 1 | Manikandan R | Marketing Associate | 2.6 |
| 2 | Manjula Venkateswarlu | Marketing Associate | 2.6 |
| 3 | Manjunath Teja N | Marketing Associate | 2.6 |
| 4 | Manoj H E | Marketing Associate | 2.6 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Marketing Associate | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 156000 |
| 2 | House Rent Allowance | 62400 |
| 3 | Special Allowance | 41600 |
| 4 | Total Compensation | 260000 |

V. Business Development Specialist

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|---------------------------------|------------|
| 1 | ANUSHA V | Business Development Specialist | 2.8 |
| 2 | Ibrahim Mohamed Omar | Business Development Specialist | 2.8 |
| 3 | KRUTHIKA M R | Business Development Specialist | 2.8 |

| Compensation Break up | | |
|-----------------------|---------------------------------|-----------------|
| Position | Business Development Specialist | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |
| | | |

VI. Training Relationship Manager

| Sl. No | Name | Role | CTC in LPA |
|--------|---------------------------------------|------------------------------|------------|
| 1 | Kiran M | Trainee Relationship Manager | 3 |
| 2 | Poornima S | Trainee Relationship Manager | 3 |
| 3 | Pradeep Kumar | Trainee Relationship Manager | 3 |
| 4 | Rahul Koudal | Trainee Relationship Manager | 3 |
| 5 | Ranjith S D | Trainee Relationship Manager | 3 |
| 6 | Alam Nikesh | Trainee Relationship Manager | 3 |
| 7 | Amulya T C | Trainee Relationship Manager | 3 |
| 8 | Chejarla Venkata Vidya Sagar Reddy | Trainee Relationship Manager | 3 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Trainee Relationship Manager | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 180000 |
| 2 | House Rent Allowance | 72000 |
| 3 | Special Allowance | 48000 |
| 4 | Total Compensation | 300000 |

VII. Branding Executive

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|--------------------|------------|
| 1 | Bandee Vamsi Krishna | Branding Executive | 2.8 |
| 2 | Bhimesh | Branding Executive | 2.8 |
| 3 | Charchitha N Behura | Branding Executive | 2.8 |
| 4 | Kumar V | Branding Executive | 2.8 |
| 5 | Megha R | Branding Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Branding Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

We have reviewed their academic records, conducted thorough interviews, and are confident that they possess the necessary skills and qualities required to contribute to our company's success.

We will be sharing the individual offer letters for each of the selected candidates with copies marked to you.

We request you to kindly inform us about their examinations and the expected date they will be able to join our organization. We will plan their joining dates accordingly.

We would like to express our gratitude to you and your team for your cooperation and support throughout the recruitment process. It has been a pleasure working with your institution, and we hope to continue this partnership in the future.

Thank you once again for your valuable assistance.

Yours Sincerely,

For Bizotic Talent Solutions Private Limited

Ramyashree S



Ramyshree S
Head of Finance & Operations



#15, 3rd Main, 3rd Cross, Maruthi Nagar, Shreyas colony, JP Nagar 7th Phase - 560078

To,
The Placement Officer
REVA University
Bangalore - 560064

Date: 15th March, 2018

Respected Sir,

We are pleased to inform you that our company has successfully completed the recruitment process for the current academic year at your esteemed institution. We are happy to announce that we have identified some exceptional talent and would like to extend job offers to the selected students. The roles and the students selected against each role along with the compensation break up is as under:

I. Process Executive Role

| Sl. No | Name | Role | CTC in LPA |
|--------|---------------------|-------------------|------------|
| 1 | Abhishek B R | Process Executive | 2.8 |
| 2 | Bindu S M | Process Executive | 2.8 |
| 3 | C Sai Prathik Reddy | Process Executive | 2.8 |
| 4 | C Sumanjali | Process Executive | 2.8 |
| 5 | Hema B R | Process Executive | 2.8 |
| | | | |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Process Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

II. Sales Trainee L & D

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------------------------|-------------------|------------|
| 1 | Pinaki Lalit Agarwal | Sales trainee-L&D | 2.4 |
| 2 | Poojarani | Sales trainee-L&D | 2.4 |
| 3 | Rohith M Nayak | Sales trainee-L&D | 2.4 |
| 4 | Shruti | Sales trainee-L&D | 2.4 |
| 5 | Siddanthi Narasimham Vikram Simha | Sales trainee-L&D | 2.4 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Sales Trainee L & D | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 144000 |
| 2 | House Rent Allowance | 57600 |
| 3 | Special Allowance | 38400 |
| 4 | Total Compensation | 240000 |

III. Verbal Trainer

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------|----------------|------------|
| 1 | J Kalyan Kumar | Verbal Trainer | 2.8 |
| 2 | Kavya Patil | Verbal Trainer | 2.8 |
| 3 | Nidhi Kumari | Verbal Trainer | 2.8 |
| 4 | Rohan Nagaraj Kora | Verbal Trainer | 2.8 |
| 5 | Saquib Shaik | Verbal Trainer | 2.8 |
| 6 | Sharada N.S | Verbal Trainer | 2.8 |
| 7 | Swathi K V | Verbal Trainer | 2.8 |
| 8 | Ankitha B C | Verbal Trainer | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Verbal Trainer | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

IV. Marketing Associate

| Sl. No | Name | Role | CTC in LPA |
|--------|-----------------------|---------------------|------------|
| 1 | Manikandan R | Marketing Associate | 2.6 |
| 2 | Manjula Venkateswarlu | Marketing Associate | 2.6 |
| 3 | Manjunath Teja N | Marketing Associate | 2.6 |
| 4 | Manoj H E | Marketing Associate | 2.6 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Marketing Associate | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 156000 |
| 2 | House Rent Allowance | 62400 |
| 3 | Special Allowance | 41600 |
| 4 | Total Compensation | 260000 |

V. Business Development Specialist

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|---------------------------------|------------|
| 1 | ANUSHA V | Business Development Specialist | 2.8 |
| 2 | Ibrahim Mohamed Omar | Business Development Specialist | 2.8 |
| 3 | KRUTHIKA M R | Business Development Specialist | 2.8 |

| Compensation Break up | | |
|-----------------------|---------------------------------|-----------------|
| Position | Business Development Specialist | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |
| | | |

VI. Training Relationship Manager

| Sl. No | Name | Role | CTC in LPA |
|--------|---------------------------------------|------------------------------|------------|
| 1 | Kiran M | Trainee Relationship Manager | 3 |
| 2 | Poornima S | Trainee Relationship Manager | 3 |
| 3 | Pradeep Kumar | Trainee Relationship Manager | 3 |
| 4 | Rahul Koudal | Trainee Relationship Manager | 3 |
| 5 | Ranjith S D | Trainee Relationship Manager | 3 |
| 6 | Alam Nikesh | Trainee Relationship Manager | 3 |
| 7 | Amulya T C | Trainee Relationship Manager | 3 |
| 8 | Chejarla Venkata Vidya Sagar Reddy | Trainee Relationship Manager | 3 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Trainee Relationship Manager | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 180000 |
| 2 | House Rent Allowance | 72000 |
| 3 | Special Allowance | 48000 |
| 4 | Total Compensation | 300000 |

VII. Branding Executive

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|--------------------|------------|
| 1 | Bandee Vamsi Krishna | Branding Executive | 2.8 |
| 2 | Bhimesh | Branding Executive | 2.8 |
| 3 | Charchitha N Behura | Branding Executive | 2.8 |
| 4 | Kumar V | Branding Executive | 2.8 |
| 5 | Megha R | Branding Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Branding Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

We have reviewed their academic records, conducted thorough interviews, and are confident that they possess the necessary skills and qualities required to contribute to our company's success.

We will be sharing the individual offer letters for each of the selected candidates with copies marked to you.

We request you to kindly inform us about their examinations and the expected date they will be able to join our organization. We will plan their joining dates accordingly.

We would like to express our gratitude to you and your team for your cooperation and support throughout the recruitment process. It has been a pleasure working with your institution, and we hope to continue this partnership in the future.

Thank you once again for your valuable assistance.

Yours Sincerely,

For Bizotic Talent Solutions Private Limited

Ramyashree S



Ramyshree S
Head of Finance & Operations



J WINGS

Bangalore
19th December 2017

Dear,
Keerthana Nandakumar

We would like to congratulate you on being selected for the Internship position as Business Consultant with **J wings company**.

1. Commencement Date:

Your appointment becomes effective from the date of joining the services of J wings, which date shall not be later than 10th January 2018. Your induction and orientation training shall be spread across the first ten days from your date of joining the organization.

2. Compensation and Benefits:

You will receive a stipend and incentives paid on your performance based. You are expected to treat this information and any changes made therein from time to time as personal and confidential.

3. Job Assignments / Reporting:

In your assignment you will be responsible for department allotted and the duties as more particularly laid down in the job description for this position. You will directly report to the Manager/Team Leader nominated by the Director.

This internship is being an educational opportunity for you, As such, your internship will include training/orientation and focus primarily on learning and developing new skills and gaining a deeper understanding of concepts through hands-on application of the knowledge you learned in class



ECE

Offer: Computer Consultancy
Ref: TCSL/CT20172332042/Bangalore
Date: 10/01/2018

Ms. Keerthana S
#49/1D Block,
Thirumalanagar,
Bangalore-560064,
Karnataka.
Tel# 91-9739027399

Dear Keerthana S,

Sub: Letter of Offer

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

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

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

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

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

TCS Confidential
TCSL/CT20172332042

1

TATA CONSULTANCY SERVICES

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

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

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

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



GROSS SALARY SHEET

Annexure 1

| | |
|----------------|--|
| Name | Keerthana S |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|---------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 10,200 | 1,22,400 |
| Bouquet Of Benefits # | 13,000 | 1,56,000 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,224 | 14,688 |
| Gratuity | 490 | 5,887 |
| Total of Annual Components & Retirals | 1,715 | 28,475 |
| Retention Incentive | NA | 0 |
| TOTAL GROSS | 27,415 | 3,36,875 |

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

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

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

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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

| Component Category | Monthly | Annual |
|----------------------------------|---------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Conveyance Allowance | 800 | 9,600 |
| Leave Travel Assistance | 850 | 10,200 |
| Sundry Medical Reimbursement | 500 | 6,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 6,270 | 75,240 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |

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



Offer: Computer Consultancy
Ref: TCSL/CT20172332042/Bangalore
Date: 10/01/2018

Ms. Keerthana S
#49/1D Block,
Thirumalanagar,
Bangalore-560064,
Karnataka.
Tel# 91-9739027399

Dear Keerthana S,

Sub: Letter of 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 **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

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

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1



COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to 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 ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Conveyance Allowance

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

3. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or 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.

4. Sundry Medical Reimbursement

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



5. Personal Allowance

You will be eligible for a monthly personal allowance of of ₹6,270/- per month. This component is subject to review and may change as per TCSL's compensation policy.

6. 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 Initial Learning Programme.

CITY ALLOWANCE

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



OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹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.

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



Loans

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

Professional Memberships

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

RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

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

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



2. Disclaimer

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

3. Training Period

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

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

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

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

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

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



6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

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

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.



11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

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

13. TATA Code of Conduct

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

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

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



15. Retirement

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

16. Pre-employment Medical Certificate

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

17. Employment of Non Indian Citizens

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

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

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

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



*There is no disciplinary case pending against you in the university

*If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

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

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

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

21. Letter of Appointment

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

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

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



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCSL Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

| | |
|-----------------------|---|
| Name | Keerthana S |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|----------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 10,200 | 1,22,400 |
| Bouquet Of Benefits # | 13,000 | 1,56,000 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,224 | 14,688 |
| Gratuity | 490 | 5,887 |
| Total of Annual Components & Retirals | 1,715 | 28,475 |
| Retention Incentive | NA | 0 |
| TOTAL GROSS | 27,415 | 3,36,875 |

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

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

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

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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

| Component Category | Monthly | Annual |
|----------------------------------|----------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Conveyance Allowance | 800 | 9,600 |
| Leave Travel Assistance | 850 | 10,200 |
| Sundry Medical Reimbursement | 500 | 6,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 6,270 | 75,240 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |

TCS Confidential

TCSL/CT20172332042

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



Annexure 2

Regional Offices

| | |
|--|---|
| <p>Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601</p> | <p>Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114</p> |
| <p>Chennai Lead- Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555</p> | <p>Delhi Lead-Talent Acquisition Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735</p> |
| <p>Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222</p> | <p>Kolkata Lead-Talent Acquisition TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003</p> |
| <p>Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001</p> | <p>Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190</p> |
| <p>Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107</p> | <p>Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499</p> |



Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.



2. Retainer/Consultant's Obligations

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of Retainer/Consultant-ship, the Retainer/Consultant agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

The Retainer/Consultant agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and the Retainer/Consultant hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests the Retainer/Consultant may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.



4. Prior knowledge

The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines

The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Retainer/Consultant's Rights

The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.



9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.



#15, 3rd Main, 3rd Cross, Maruthi Nagar, Shreyas colony, JP Nagar 7th Phase - 560078

To,
The Placement Officer
REVA University
Bangalore - 560064

Date: 15th March, 2018

Respected Sir,

We are pleased to inform you that our company has successfully completed the recruitment process for the current academic year at your esteemed institution. We are happy to announce that we have identified some exceptional talent and would like to extend job offers to the selected students. The roles and the students selected against each role along with the compensation break up is as under:

I. Process Executive Role

| Sl. No | Name | Role | CTC in LPA |
|--------|---------------------|-------------------|------------|
| 1 | Abhishek B R | Process Executive | 2.8 |
| 2 | Bindu S M | Process Executive | 2.8 |
| 3 | C Sai Prathik Reddy | Process Executive | 2.8 |
| 4 | C Sumanjali | Process Executive | 2.8 |
| 5 | Hema B R | Process Executive | 2.8 |
| 6 | Kavya V | Process Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Process Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

II. Sales Trainee L & D

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------------------------|-------------------|------------|
| 1 | Pinaki Lalit Agarwal | Sales trainee-L&D | 2.4 |
| 2 | Poojarani | Sales trainee-L&D | 2.4 |
| 3 | Rohith M Nayak | Sales trainee-L&D | 2.4 |
| 4 | Shruti | Sales trainee-L&D | 2.4 |
| 5 | Siddanthi Narasimham Vikram Simha | Sales trainee-L&D | 2.4 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Sales Trainee L & D | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 144000 |
| 2 | House Rent Allowance | 57600 |
| 3 | Special Allowance | 38400 |
| 4 | Total Compensation | 240000 |

III. Verbal Trainer

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------|----------------|------------|
| 1 | J Kalyan Kumar | Verbal Trainer | 2.8 |
| 2 | Kavya Patil | Verbal Trainer | 2.8 |
| 3 | Nidhi Kumari | Verbal Trainer | 2.8 |
| 4 | Rohan Nagaraj Kora | Verbal Trainer | 2.8 |
| 5 | Saquib Shaik | Verbal Trainer | 2.8 |
| 6 | Sharada N.S | Verbal Trainer | 2.8 |
| 7 | Swathi K V | Verbal Trainer | 2.8 |
| 8 | Ankitha B C | Verbal Trainer | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Verbal Trainer | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

IV. Marketing Associate

| Sl. No | Name | Role | CTC in LPA |
|--------|-----------------------|---------------------|------------|
| 1 | Manikandan R | Marketing Associate | 2.6 |
| 2 | Manjula Venkateswarlu | Marketing Associate | 2.6 |
| 3 | Manjunath Teja N | Marketing Associate | 2.6 |
| 4 | Manoj H E | Marketing Associate | 2.6 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Marketing Associate | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 156000 |
| 2 | House Rent Allowance | 62400 |
| 3 | Special Allowance | 41600 |
| 4 | Total Compensation | 260000 |

V. Business Development Specialist

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|---------------------------------|------------|
| 1 | ANUSHA V | Business Development Specialist | 2.8 |
| 2 | Ibrahim Mohamed Omar | Business Development Specialist | 2.8 |
| 3 | KRUTHIKA M R | Business Development Specialist | 2.8 |

| Compensation Break up | | |
|-----------------------|---------------------------------|-----------------|
| Position | Business Development Specialist | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |
| | | |

VI. Training Relationship Manager

| Sl. No | Name | Role | CTC in LPA |
|--------|------------------------------------|------------------------------|------------|
| | | | |
| 2 | Poornima S | Trainee Relationship Manager | 3 |
| 3 | Pradeep Kumar | Trainee Relationship Manager | 3 |
| 4 | Rahul Koudal | Trainee Relationship Manager | 3 |
| 5 | Ranjith S D | Trainee Relationship Manager | 3 |
| 6 | Alam Nikesh | Trainee Relationship Manager | 3 |
| 7 | Amulya T C | Trainee Relationship Manager | 3 |
| 8 | Chejarla Venkata Vidya Sagar Reddy | Trainee Relationship Manager | 3 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Trainee Relationship Manager | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 180000 |
| 2 | House Rent Allowance | 72000 |
| 3 | Special Allowance | 48000 |
| 4 | Total Compensation | 300000 |

VII. Branding Executive

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|--------------------|------------|
| 1 | Bandee Vamsi Krishna | Branding Executive | 2.8 |
| 2 | Bhimesh | Branding Executive | 2.8 |
| 3 | Charchitha N Behura | Branding Executive | 2.8 |
| 4 | Kumar V | Branding Executive | 2.8 |
| 5 | Megha R | Branding Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Branding Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

We have reviewed their academic records, conducted thorough interviews, and are confident that they possess the necessary skills and qualities required to contribute to our company's success.

We will be sharing the individual offer letters for each of the selected candidates with copies marked to you.

We request you to kindly inform us about their examinations and the expected date they will be able to join our organization. We will plan their joining dates accordingly.

We would like to express our gratitude to you and your team for your cooperation and support throughout the recruitment process. It has been a pleasure working with your institution, and we hope to continue this partnership in the future.

Thank you once again for your valuable assistance.

Yours Sincerely,

For Bizotic Talent Solutions Private Limited

Ramyashree S



Ramyshree S
Head of Finance & Operations

CSE

Rockwell Automation India Pvt. Ltd.
11, Global Tech Park
Divyasree Chambers (Wing B), 2nd, 3rd & 4th Floor
O'Shaughnessy Road, Langford Town
Bangalore - 560 025, Karnataka, India
Tel: +91-80-3070 6999
Web: www.rockwellautomation.com

**Rockwell
Automation**

RAIL/HRD/LOI/2018
Date: Jan 03, 2018

Nanda Kishore G

LETTER OF INTENT

Dear **Nanda Kishore**,

This has reference to your application and subsequent discussions. We are pleased to offer you the position of **Associate Engineer** in our Company. For the first six months you will be undergoing training and your performance will be assessed on some predefined criteria's. Your continued employment with us will be subjected to the successful completion of your training.

You will be presently operating from **Bangalore** on an annual total remuneration as mentioned in Annexure 1 with an understanding that your services are transferable anywhere in India or abroad at the discretion of the management.

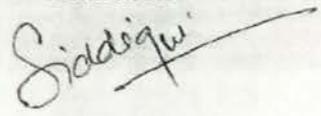
You are expected to join us on or before **11 June, 2018**. The appointment automatically ceases in the event you do not join by the stipulated date, unless an extension is sought in writing and given accordingly.

A detailed Appointment Letter will be given to you at the time of your joining the Company. At the time of joining, you need to bring along a set of documents as mentioned in Annexure - '2' to this letter. You also need to share scanned copies of these documents, at-least 10 days prior to your date of joining.

Please acknowledge and return the duplicate copy of this letter as a token of your acceptance of this offer.

We look forward to your being a part of 'Rockwell Family'

Thanking you,
For **Rockwell Automation India Private Limited**



Saba Siddiqui

Talent Acquisition and Engagement Lead

RAIL/HRD/LOI/2018

Date: Jan 03, 2018

Annexure 1

| Salary Structure and Allowance | | | |
|--------------------------------|--|----------------|---------------|
| Sl. No. | Salary components | Final Offer | |
| | | Annual | Monthly |
| 1 | Monthly Payments: | | |
| 1.1 | Basic Salary (40% of Annual Base Salary) | 171,344 | 14,279 |
| 1.2 | House Rent Allowance (50% of Basic Salary) | 85,672 | 7,139 |
| 1.3 | Conveyance Allowance (20% of Basic Salary) | 34,269 | 2,856 |
| 1.4 | Special Allowance (Balancing Figure) | 56,797 | 4,733 |
| 1.5 | Education Allowance (2,400 per annum - Flat) | 2,400 | 200 |
| 1.6 | Ex Gratia/Bonus (24300 per annum) | 24,300 | 2,025 |
| 1.7 | Medical Allowance (15,000 per annum - Flat) | 15,000 | 1,250 |
| | Total Fixed | 414,082 | 34,507 |
| 2 | Perks: (per annum) | | |
| 2.1 | Leave Travel (One Month's Basic) | 14,279 | 1,190 |
| | Total Perks | 14,279 | 1,190 |
| A | ANNUAL FIXED CASH/ BASE SALARY (1+2) | 428,361 | 35,697 |
| 3 | Variable | | |
| 3.1 | Variable Pay (10% of Annual Base Salary) | 42,836 | 3,570 |
| | Total Variable | 42,836 | 3,570 |
| B | ANNUAL TOTAL CASH (1+2+3) | 471,197 | 39,266 |
| 4 | Benefits : | | |
| 4.1 | Provident Fund (12% of Basic Salary) | 20,561 | 1,713 |
| 4.2 | Gratuity (4.81% of Basic Salary) | 8,242 | 687 |
| | Total Benefits | 28,803 | 2,400 |
| | ANNUAL TOTAL REMUNERATION (ATR) (1+2+3+4) | 500,000 | |

- * As per policy
 - All Figures are in INR

Additional Benefits

- Group Medidaim - Sum insured INR 300,000 (Family floater with size of 1+5 i.e. Self / Spouse / 2 children / dependant parents)
- GTL (Term Life) which is Two times of ATR/Annual CTC
- Personal Accident which is Three times of ATR/Annual CTC

2017-18 - 116

NEUDESIC™

Corp Office: Unit No.101, B-9, K Raheja Mind space IT Park, Madhapur, Hyderabad -500 081 • Ph. +91 40 40072112 • www.neudesic.com

18 December 2018

Komal Chandan

Employment offer

Dear Komal Chandan, NDSC18R2018/03

We are very happy that you have approached us, "Neudesic" for employment. As a result of our recent discussions and after careful consideration, we would like to extend an offer of employment to you as **Associate Consultant** if you choose to accept this offer before **20 December 2018**. Your date of joining would be on or before 31 December 2020 and will be intimated to you after the successful completion of your current educational program. The compensation and terms of employment are set forth below:

Your compensation will be **INR 360000/- per annum**, (compensation structure given in Annexure I), less taxes and deductions as applicable by the Govt. of India for all required withholdings, and paid in accordance with the Company's normal payroll procedures. Your compensation will be paid monthly basis.

Our work culture is informal and we try to encourage self-motivated individuals. We will try and make every effort to ensure that you have an atmosphere that brings out the best in you. As a responsible employee, you would be required to work not less than 45 hours per week. As a company employee, you will be required to follow the corporate rules and policies. You may not disclose confidential company information to unauthorized third parties.

We have prepared a formal Employment Agreement for your review and acceptance which details the complete terms of your employment with Neudesic available in Annexure II. This letter and the Employment Agreement form the complete and exclusive statement of employment between you and the Company. These employment terms supersede any other agreements, understandings, promises, or communications, written or oral, by or on behalf of the Company. The terms and conditions of your employment will be in accordance with the Company's policies and procedures which you are required to peruse before joining.

If you choose to accept this offer of employment, please revert to our mail within 2 days confirming your acceptance. We hope you accept this offer and we look forward to working with you.

Sincerely,

Ishita Panda
Manager, Human Capital Management
Neudesic Technologies Private Limited

EMPLOYEE STATEMENT:

I agree with and accept the terms set forth in this letter.

Print Name

Signature

Date

Date: 12/04/2018

Dear Aishwarya B,

Sub: Offer letter

A very Warm WELCOME to KPIT Family!

We are excited to have you as a part of **KPIT Technologies Ltd.** ("Company") and we believe that you can use your skills and talent in making our company reach new heights.

Welcome onboard new buddy!

Our goal At KPIT:

To achieve a leadership position in our business by becoming the 1st choice of our customers.

People are what make this industry tick. Then be it senior managers, key decision makers, or fresh out-of-college graduates. In fact many of our present top performers started out in KPIT as trainees, who have over the years grown into leaders and tech experts!

We truly believe that you would prove to be an asset to KPIT Family.

With reference to the discussions that we had with you, we are pleased to offer you a position of **Trainee** in **KPIT Technologies Ltd.** ("Company").

Your compensation package will be as below -

| S.No. | Amount | Details |
|-------|------------------|--|
| 1) | INR. 3,25,000 PA | Upon Successful Completion of KPIT Elective (If Applicable). |

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Culture at KPIT!

- KPIT has open door policy which makes the work culture transparent and easy to approach
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3. Permanent Address Proof
4. Bachelor's Degree along with Certificate and Mark sheets - 2 Copies
5. Master's Degree along with Certificate and Mark sheets - 2 Copies
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8. Previous employer's relieving letter/experience certificate (If applicable)
9. Previous employer's appointment letter (If applicable)
10. Two Photographs (as per US visa specifications 50 x 50 mm, 80% face, white background)
11. Name Change Documents (If applicable)
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5. The Company can initiate movement of your employment to any other organization for any reason including but not only limited to mergers, movement to joint ventures/ group companies/ sister concerns, divestment, in case of mutual agreement between the Company & customer for you moving to customer's roll etc.
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7. The letter of offer is being issued to you on clear understanding that there is nothing on your past record which would have prevented the management from offering you employment. If however, it is found at any time hereinafter that your past record is objectionable or if any declaration given by you or statement made by you to the Management is false or if you have wilfully suppressed any material information, in such a case you will be liable to be terminated from the services of the company forthwith without any notice or without any salary in lieu of notice.
8. Please bring the documents as listed above (original and 1 set of photocopies) on your date of joining: The joining date and location will be communicated to you in due course and you shall join after the date of joining is duly communicated to you.
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In case at the time of joining the Company OR within a time specified by the Company, the candidate is not able to produce the above documents, the employment will end with immediate effect.

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I accept the terms and conditions offered.

Name: Raghesh Nair

Name (Candidate): Aishwarya B

Signature: 

Signature: _____

Date: 12/04/2018

Date: ____/____/20____

Place: _____

Education & Competency Development

ECoDe

IT - 3 Building, 3rd Floor
Neopro Technologies Pvt. Ltd.
Blue Ridge SEZ Survey No. 154/6, Plot No. 2
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Please sign and return a copy of this letter, duly affixing your 'full signature' on the signature block above and 'initials' on the remaining pages along with the Annexure.

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6. During your engagement with the Company, you shall not engage in any other service, profession or business
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8. Retirement: You will retire from services on reaching your 60th birthday as per the proof of age submitted by you on time of joining.
9. Letter of appointment: You will issued a letter of Appointment at the time of your joining after completing joining formalities.
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| Components | Amount (in INR) |
|---|------------------------|
| Basic Salary | 96,000 |
| House Rent Allowance | 48,000 |
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| Monthly Bonus | 19,200 |
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| Flexi Basket* | 0 |
| Additional Allowance | 94,580 |
| Fixed Compensation** | 325,000 |
| Total Target Compensation | 325,000 |
| Other Benefits* | 9,318 |
| Cost to Company | 334,318 |

Note: All the amount mentioned above are per annum.

* The details for Flexi Basket and Other Benefits Component have been mentioned in Annexure B.

** Fixed compensation is payable subject to adherence of all applicable policies of the organization.

ANNEXURE B

| Components | Amount (in INR) |
|---|------------------------|
| Hostel Allowance | 0 |
| Meal Allowance | 0 |
| Professional Development Reimbursement | 0 |
| Medical Allowance | 0 |
| Children's Education Allowance | 0 |
| Employer's contribution to NPS | 0 |
| Leave Travel Assistance | 0 |
| Flexi Basket* | 0 |
| Notional Provision for Statutory Gratuity** | 4,618 |
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All allowances except for Leave Travel Assistance will be paid on monthly basis while Leave Travel Assistance will be paid on claim basis. Leave Travel Allowance (LTA) can be claimed only after three months of joining the company.

Employer's contribution to NPS will be deducted from your salary on monthly basis and will be paid directly into your PRAN account.

** As per Payment of Gratuity Act.

*** The amount mentioned is an indicative average cost incurred by Company towards Group Medclaim, Group Personal Accident and Group Term Life Insurance premium.

Please do not hesitate to contact us for any queries on (email: Campus@kpit.com)

Date: 12/04/2018

Dear Manne Naga Himarish,

Sub: Offer letter

A very Warm WELCOME to KPIT Family!

We are excited to have you as a part of **KPIT Technologies Ltd.** ("Company") and we believe that you can use your skills and talent in making our company reach new heights.

Welcome onboard new buddy!

Our goal At KPIT:

To achieve a leadership position in our business by becoming the 1st choice of our customers.

People are what make this industry tick. Then be it senior managers, key decision makers, or fresh out-of-college graduates. In fact many of our present top performers started out in KPIT as trainees, who have over the years grown into leaders and tech experts!

We truly believe that you would prove to be an asset to KPIT Family.

With reference to the discussions that we had with you, we are pleased to offer you a position of **Trainee** in **KPIT Technologies Ltd.** ("Company").

Your compensation package will be as below -

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Name (Candidate): Manne Naga Himarish

Signature:



Signature: _____

Date: 12/04/2018

Date: ____/____/20____

Place: _____

Education & Competency Development

ECoDe

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Date: 12/04/2018

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Sub: Offer letter

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Welcome onboard new buddy!

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People are what make this industry tick. Then be it senior managers, key decision makers, or fresh out-of-college graduates. In fact many of our present top performers started out in KPIT as trainees, who have over the years grown into leaders and tech experts!

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Name (Candidate): Pranaya Y C

Signature: 

Signature: _____

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Please sign and return a copy of this letter, duly affixing your 'full signature' on the signature block above and 'initials' on the remaining pages along with the Annexure.

ANNEXURE A

1. You are required to maintain confidentiality about the Company's business affairs, techniques, processes, and management, which may come to your knowledge during your employment. The Company shall have Intellectual Property Rights over all products, techniques, processes, patents etc. that you may create or develop in the course of your training period with the Company.
2. You shall be accountable for all Company property and equipment entrusted to you and shall be required to surrender all such property including documents and manuals immediately after completing your training period.
3. You are required to keep the Company informed of any change pertaining to any of the declarations made by you at the time of your interview.
4. Validity: The validity of the offer is subject to you fulfilling all the conditions applied in the recruitment process. This includes successful completion and passing of the PACE Assessment as well as the course in the first attempt (in case result awaited/If Applicable) while/post joining the Company.
5. Leave: You will be entitled to paid leave as per company policy
6. During your engagement with the Company, you shall not engage in any other service, profession or business
7. You will be governed by the Terms & Conditions, Policies & processes of the company as may be applicable from time to time.
8. Retirement: You will retire from services on reaching your 60th birthday as per the proof of age submitted by you on time of joining.
9. Letter of appointment: You will issued a letter of Appointment at the time of your joining after completing joining formalities.
10. Annual & Monthly Compensation Plan

| Components | Amount (in INR) |
|---|------------------------|
| Basic Salary | 96,000 |
| House Rent Allowance | 48,000 |
| Conveyance | 19,200 |
| Monthly Bonus | 19,200 |
| Employer's contribution to Provident Fund | 11,520 |
| India Allowance | 36,500 |
| Flexi Basket* | 0 |
| Additional Allowance | 94,580 |
| Fixed Compensation** | 325,000 |
| Total Target Compensation | 325,000 |
| Other Benefits* | 9,318 |
| Cost to Company | 334,318 |

Note: All the amount mentioned above are per annum.

* The details for Flexi Basket and Other Benefits Component have been mentioned in Annexure B.

** Fixed compensation is payable subject to adherence of all applicable policies of the organization.

ANNEXURE B

| Components | Amount (in INR) |
|---|------------------------|
| Hostel Allowance | 0 |
| Meal Allowance | 0 |
| Professional Development Reimbursement | 0 |
| Medical Allowance | 0 |
| Children's Education Allowance | 0 |
| Employer's contribution to NPS | 0 |
| Leave Travel Assistance | 0 |
| Flexi Basket* | 0 |
| Notional Provision for Statutory Gratuity** | 4,618 |
| Employer's contribution to Insurance Premium*** | 4,700 |
| Employer's contribution to ESIC | 0 |
| Special Benefits | 0 |
| Other Benefits | 9,318 |

*You have an option of restructuring your Flexi Basket components from 1st to 15th of the succeeding month of your joining, based on your tax planning (the amounts changed will be adjusted in the Additional Allowance). The amounts under flexi allowance are taxable in case of no supporting receipts or expense bills, except for Meal Allowance.

1 Submission of actual bills against your flexi declaration for tax exemption purpose would be done at the end of financial year for which you will receive a communication from HR.

All allowances except for Leave Travel Assistance will be paid on monthly basis while Leave Travel Assistance will be paid on claim basis. Leave Travel Allowance (LTA) can be claimed only after three months of joining the company.

Employer's contribution to NPS will be deducted from your salary on monthly basis and will be paid directly into your PRAN account.

** As per Payment of Gratuity Act.

*** The amount mentioned is an indicative average cost incurred by Company towards Group Medclaim, Group Personal Accident and Group Term Life Insurance premium.

Please do not hesitate to contact us for any queries on (email: Campus@kpit.com)



2018-18-100

Extramarks Education India Private Limited
D-180, Sector-63, Noida, U.P. - 201301, India
Ph. : +91-120-4175300

Date : 08-Jan-2018
Name: Krishna Rathod
Location: Karnataka,
Address: Reva University, Kattigenahalli, Yelahanka, Bangalore-560063, Bangalore, Karnataka - 560063

Dear Krishna Rathod, EXTRMRO8062020/17

Subject: Offer letter of employment as **Business Development Executive**.

With reference of your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company (CTC) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible as but not later than **27-Jan-2018**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

As the first step to joining, we would require you to kindly upload the following documents.

- Copies of Educational Certificates.
- Passport size photographs.
- Last payslip received from the previous employer.
- Clearance from previous employer.
- Address Proof.
- Identification Proof (PAN Card/Driving License/Voter ID/Passport Copy).
- PF documents (Form 11 & Form 2).
- Reference sheet form.
- Adherence to Anti-Corruption Policy.

The URL for the link is: <https://careers.extramarks.com/index/filldetail/refId/MjU1NjUzMjI=>

You would also need to upload a scanned copy of this letter with your acceptance. In case you need any help or have any query, do let us know.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

You agree, acknowledge and authorize the Company to carry out necessary verification, background check on you (which may be carried out by a third party) from your institution, college, previous employer etc. Should the Company receive any negative feedback during such verification, background check, the Company shall be well within its right to withdraw/terminate this offer letter (including your appointment, if made) without any legal liability on the Company.

We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead!

Sincerely,

HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before **27-Jan-2018**

Accepted

Registered Office : 506, Surya Kiran Building, 19 K.G. Marg, Connaught Place, New Delhi - 110 001.
Ph. : +91-011-40392333 / Fax : +91-011-23733114/ CIN : U80900DL2015FTC283323 / www.extramarks.com



#15, 3rd Main, 3rd Cross, Maruthi Nagar, Shreyas colony, JP Nagar 7th Phase - 560078

To,
The Placement Officer
REVA University
Bangalore - 560064

Date: 15th March, 2018

Respected Sir,

We are pleased to inform you that our company has successfully completed the recruitment process for the current academic year at your esteemed institution. We are happy to announce that we have identified some exceptional talent and would like to extend job offers to the selected students. The roles and the students selected against each role along with the compensation break up is as under:

I. Process Executive Role

| Sl. No | Name | Role | CTC in LPA |
|--------|---------------------|-------------------|------------|
| 1 | Abhishek B R | Process Executive | 2.8 |
| 2 | Bindu S M | Process Executive | 2.8 |
| 3 | C Sai Prathik Reddy | Process Executive | 2.8 |
| 4 | C Sumanjali | Process Executive | 2.8 |
| 5 | Hema B R | Process Executive | 2.8 |
| 6 | Kavya V | Process Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Process Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

II. Sales Trainee L & D

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------------------------|-------------------|------------|
| 1 | Pinaki Lalit Agarwal | Sales trainee-L&D | 2.4 |
| 2 | Poojarani | Sales trainee-L&D | 2.4 |
| 3 | Rohith M Nayak | Sales trainee-L&D | 2.4 |
| 4 | Shruti | Sales trainee-L&D | 2.4 |
| 5 | Siddanthi Narasimham Vikram Simha | Sales trainee-L&D | 2.4 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Sales Trainee L & D | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 144000 |
| 2 | House Rent Allowance | 57600 |
| 3 | Special Allowance | 38400 |
| 4 | Total Compensation | 240000 |

III. Verbal Trainer

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------|----------------|------------|
| 1 | J Kalyan Kumar | Verbal Trainer | 2.8 |
| 2 | Kavya Patil | Verbal Trainer | 2.8 |
| 3 | Nidhi Kumari | Verbal Trainer | 2.8 |
| 4 | Rohan Nagaraj Kora | Verbal Trainer | 2.8 |
| 5 | Saquib Shaik | Verbal Trainer | 2.8 |
| 6 | Sharada N.S | Verbal Trainer | 2.8 |
| 7 | Swathi K V | Verbal Trainer | 2.8 |
| 8 | Ankitha B C | Verbal Trainer | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Verbal Trainer | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

IV. Marketing Associate

| Sl. No | Name | Role | CTC in LPA |
|--------|-----------------------|---------------------|------------|
| 1 | Manikandan R | Marketing Associate | 2.6 |
| 2 | Manjula Venkateswarlu | Marketing Associate | 2.6 |
| 3 | Manjunath Teja N | Marketing Associate | 2.6 |
| 4 | Manoj H E | Marketing Associate | 2.6 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Marketing Associate | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 156000 |
| 2 | House Rent Allowance | 62400 |
| 3 | Special Allowance | 41600 |
| 4 | Total Compensation | 260000 |

V. Business Development Specialist

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|---------------------------------|------------|
| 1 | ANUSHA V | Business Development Specialist | 2.8 |
| 2 | Ibrahim Mohamed Omar | Business Development Specialist | 2.8 |
| | | | |

| Compensation Break up | | |
|-----------------------|---------------------------------|-----------------|
| Position | Business Development Specialist | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |
| | | |

VI. Training Relationship Manager

| Sl. No | Name | Role | CTC in LPA |
|--------|---------------------------------------|------------------------------|------------|
| 1 | Kiran M | Trainee Relationship Manager | 3 |
| 2 | Poornima S | Trainee Relationship Manager | 3 |
| 3 | Pradeep Kumar | Trainee Relationship Manager | 3 |
| 4 | Rahul Koudal | Trainee Relationship Manager | 3 |
| 5 | Ranjith S D | Trainee Relationship Manager | 3 |
| 6 | Alam Nikesh | Trainee Relationship Manager | 3 |
| 7 | Amulya T C | Trainee Relationship Manager | 3 |
| 8 | Chejarla Venkata Vidya Sagar Reddy | Trainee Relationship Manager | 3 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Trainee Relationship Manager | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 180000 |
| 2 | House Rent Allowance | 72000 |
| 3 | Special Allowance | 48000 |
| 4 | Total Compensation | 300000 |

VII. Branding Executive

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|--------------------|------------|
| 1 | Bandee Vamsi Krishna | Branding Executive | 2.8 |
| 2 | Bhimesh | Branding Executive | 2.8 |
| 3 | Charchitha N Behura | Branding Executive | 2.8 |
| 4 | Kumar V | Branding Executive | 2.8 |
| 5 | Megha R | Branding Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Branding Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

We have reviewed their academic records, conducted thorough interviews, and are confident that they possess the necessary skills and qualities required to contribute to our company's success.

We will be sharing the individual offer letters for each of the selected candidates with copies marked to you.

We request you to kindly inform us about their examinations and the expected date they will be able to join our organization. We will plan their joining dates accordingly.

We would like to express our gratitude to you and your team for your cooperation and support throughout the recruitment process. It has been a pleasure working with your institution, and we hope to continue this partnership in the future.

Thank you once again for your valuable assistance.

Yours Sincerely,

For Bizotic Talent Solutions Private Limited

Ramyashree S



Ramyshree S
Head of Finance & Operations



#15, 3rd Main, 3rd Cross, Maruthi Nagar, Shreyas colony, JP Nagar 7th Phase - 560078

To,
The Placement Officer
REVA University
Bangalore - 560064

Date: 15th March, 2018

Respected Sir,

We are pleased to inform you that our company has successfully completed the recruitment process for the current academic year at your esteemed institution. We are happy to announce that we have identified some exceptional talent and would like to extend job offers to the selected students. The roles and the students selected against each role along with the compensation break up is as under:

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| 5 | Hema B R | Process Executive | 2.8 |
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| Compensation Break up | | |
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| Position | Process Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
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| 3 | Rohith M Nayak | Sales trainee-L&D | 2.4 |
| 4 | Shruti | Sales trainee-L&D | 2.4 |
| 5 | Siddanthi Narasimham Vikram Simha | Sales trainee-L&D | 2.4 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Sales Trainee L & D | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
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| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------|----------------|------------|
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| 3 | Nidhi Kumari | Verbal Trainer | 2.8 |
| 4 | Rohan Nagaraj Kora | Verbal Trainer | 2.8 |
| 5 | Saquib Shaik | Verbal Trainer | 2.8 |
| 6 | Sharada N.S | Verbal Trainer | 2.8 |
| 7 | Swathi K V | Verbal Trainer | 2.8 |
| 8 | Ankitha B C | Verbal Trainer | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Verbal Trainer | |
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| Sl. No | Name | Role | CTC in LPA |
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| 2 | Manjula Venkateswarlu | Marketing Associate | 2.6 |
| 3 | Manjunath Teja N | Marketing Associate | 2.6 |
| 4 | Manoj H E | Marketing Associate | 2.6 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Marketing Associate | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 156000 |
| 2 | House Rent Allowance | 62400 |
| 3 | Special Allowance | 41600 |
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| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|---------------------------------|------------|
| 1 | ANUSHA V | Business Development Specialist | 2.8 |
| 2 | Ibrahim Mohamed Omar | Business Development Specialist | 2.8 |
| 3 | KRUTHIKA M R | Business Development Specialist | 2.8 |

| Compensation Break up | | |
|-----------------------|---------------------------------|-----------------|
| Position | Business Development Specialist | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
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| Sl. No | Name | Role | CTC in LPA |
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| 2 | Poornima S | Trainee Relationship Manager | 3 |
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| 4 | Rahul Koudal | Trainee Relationship Manager | 3 |
| 5 | Ranjith S D | Trainee Relationship Manager | 3 |
| 6 | Alam Nikesh | Trainee Relationship Manager | 3 |
| 7 | Amulya T C | Trainee Relationship Manager | 3 |
| 8 | Chejarla Venkata Vidya Sagar Reddy | Trainee Relationship Manager | 3 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Trainee Relationship Manager | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
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VII. Branding Executive

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|--------------------|------------|
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| 2 | Bhimesh | Branding Executive | 2.8 |
| 3 | Charchitha N Behura | Branding Executive | 2.8 |
| | | | |
| 5 | Megha R | Branding Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Branding Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

We have reviewed their academic records, conducted thorough interviews, and are confident that they possess the necessary skills and qualities required to contribute to our company's success.

We will be sharing the individual offer letters for each of the selected candidates with copies marked to you.

We request you to kindly inform us about their examinations and the expected date they will be able to join our organization. We will plan their joining dates accordingly.

We would like to express our gratitude to you and your team for your cooperation and support throughout the recruitment process. It has been a pleasure working with your institution, and we hope to continue this partnership in the future.

Thank you once again for your valuable assistance.

Yours Sincerely,

For Bizotic Talent Solutions Private Limited

Ramyashree S



Ramyshree S
Head of Finance & Operations



College/Institute Name: P.E.Y.A UNIVERSITY

Date: 11/1/2016

Subject: Expression of Interest - Campus

Dear Kushal N.

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of < Rep-operations > provided you successfully complete your graduation and fulfill other requirements. This letter is intended only as an overview of the potential offer from **Concentrix Daksh Services India Private Limited** (hereinafter, 'Concentrix/' 'Company'). The detailed terms and conditions of employment will be contained in an Appointment letter (if any), which may be issued by the Company and may contain additional provisions to those herein.

1. Your initial place of work shall be at the company's discretion and can be at any Concentrix locations.
2. You will be required to bring the following documents at the time of joining: (i) the Original copy of this letter; (ii) the Originals and 2 set of photocopies of the documents mentioned in Mandatory Document Checklist.
3. This Expression of Interest shall remain valid for a period of 30 days from the date of your Final Examination. Considering the candidature beyond the 30 day period would be as per the requirement in the organization.

On submission of the above-mentioned documents, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining. If any information furnished by you in your application or during the selection process is found to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may withdraw this expression of interest without any notice. We encourage you to contact us at campusplacements@concentrix.com at least a week prior to your coming to our office.

Kushal

Signature of Candidate

CNX/REC/ART/AGHR/EOI/4.0

Concentrix Daksh Services India Private Limited

DLF SEZ, Building No. 14, Tower-C, 17th Floor, DLF Cyber City, DLF Phase-2, Gurgaon - 122 002, India
91 124 463 5100 • 91 124 426 3311 (fax)

Registered Address: R Cube, Suite Nos - 06 & 07, Lower Ground Floor Level, Shivaji Stadium Metro Station, Airport Express Line, New Delhi - 110001, India

91 11 4701 6288



Offer: Computer Consultancy
Ref: TCSL/CT20172238277/Bangalore
Date: 10/01/2018

Ms. Chamarthi Lakshmi Karthikeya
Room No-122,1st Floor,G1 BlockReva Hostels,
Reva University Campus,
Bangalore-560064,
Karnataka.
Tel# 91-7032149988

Dear Chamarthi Lakshmi Karthikeya,

Sub: Letter of Offer

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

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

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

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

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

TCS Confidential
TCSL/CT20172238277

1



COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to 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 ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Conveyance Allowance

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

3. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or 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.

4. Sundry Medical Reimbursement

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



5. Personal Allowance

You will be eligible for a monthly personal allowance of of ₹6,270/- per month. This component is subject to review and may change as per TCSL's compensation policy.

6. 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 Initial Learning Programme.

CITY ALLOWANCE

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



OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹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.

TCS Confidential

TCSL/CT20172238277

4

TATA CONSULTANCY SERVICES

WYDEHI 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



Loans

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

Professional Memberships

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

RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

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

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



2. Disclaimer

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

3. Training Period

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

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

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

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

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

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



6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

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

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.



11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

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

13. TATA Code of Conduct

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

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

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



15. Retirement

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

16. Pre-employment Medical Certificate

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

17. Employment of Non Indian Citizens

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

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

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

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



*There is no disciplinary case pending against you in the university

*If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

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

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

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

21. Letter of Appointment

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

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

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



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCSL Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

| | |
|-----------------------|---|
| Name | Chamarthi Lakshmi Karthikeya |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|----------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 10,200 | 1,22,400 |
| Bouquet Of Benefits # | 13,000 | 1,56,000 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,224 | 14,688 |
| Gratuity | 490 | 5,887 |
| Total of Annual Components & Retirals | 1,715 | 28,475 |
| Retention Incentive | NA | 0 |
| TOTAL GROSS | 27,415 | 3,36,875 |

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

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

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

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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

| Component Category | Monthly | Annual |
|----------------------------------|----------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Conveyance Allowance | 800 | 9,600 |
| Leave Travel Assistance | 850 | 10,200 |
| Sundry Medical Reimbursement | 500 | 6,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 6,270 | 75,240 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |



Annexure 2

Regional Offices

| | |
|--|---|
| <p>Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601</p> | <p>Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114</p> |
| <p>Chennai Lead- Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555</p> | <p>Delhi Lead-Talent Acquisition Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735</p> |
| <p>Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222</p> | <p>Kolkata Lead-Talent Acquisition TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003</p> |
| <p>Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001</p> | <p>Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190</p> |
| <p>Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107</p> | <p>Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499</p> |



Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.



2. Retainer/Consultant's Obligations

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of Retainer/Consultant-ship, the Retainer/Consultant agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

The Retainer/Consultant agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and the Retainer/Consultant hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests the Retainer/Consultant may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.



4. Prior knowledge

The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines

The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Retainer/Consultant's Rights

The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.



9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.

College/Institute Name: KEVA UniversityDate: 11/11/2018**Subject: Expression of Interest - Campus**Dear LAKSHMI SINGH

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of < Rep-operations > provided you successfully complete your graduation and fulfill other requirements. This letter is intended only as an overview of the potential offer from **Concentrix Daksh Services India Private Limited** (hereinafter, 'Concentrix/ Company'). The detailed terms and conditions of employment will be contained in an Appointment letter (if any), which may be issued by the Company and may contain additional provisions to those herein.

1. Your initial place of work shall be at the company's discretion and can be at any Concentrix locations.
2. You will be required to bring the following documents at the time of joining: (i) the Original copy of this letter; (ii) the Originals and 2 set of photocopies of the documents mentioned in Mandatory Document Checklist.
3. This Expression of Interest shall remain valid for a period of 30 days from the date of your Final Examination. Considering the candidature beyond the 30 day period would be as per the requirement in the organization.

On submission of the above-mentioned documents, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining. If any information furnished by you in your application or during the selection process is found to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may withdraw this expression of interest without any notice. We encourage you to contact us at campusplacements@concentrix.com at least a week prior to your coming to our office.



Signature of Candidate

CNX/REC/ART/AGHR/EOI/4.0

Concentrix Daksh Services India Private Limited

DLF SEZ, Building No. 14, Tower-C, 17th Floor, DLF Cyber City, DLF Phase-2, Gurgaon - 122 002, India
91 124 463 5100 • 91 124 426 3311 (fax)

Registered Address: R Cube, Suite Nos - 06 & 07, Lower Ground Floor Level, Shivaji Stadium Metro Station,
Airport Express Line, New Delhi - 110001, India
91 11 4701 6288

2017-18 - 87



Extramarks Education India Private Limited

D-180, Sector-63, Noida, U.P. - 201301, India

Ph. : +91-120-4175300

Date : 08-Jan-2018

Name : Lavakumar J B

Location: Karnataka,

Address: Reva University, Kattigenahalli, Yelahanka, Bangalore-560063, Bangalore, Karnataka - 560063

Dear Lavakumar J B, EXTMR 08062018/03

Subject: Offer letter of employment as **Business Development Executive**.

With reference of your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company (CTC) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible as but not later than **27-Jan-2018**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

As the first step to joining, we would require you to kindly upload the following documents.

- Copies of Educational Certificates.
- Passport size photographs.
- Last payslip received from the previous employer.
- Clearance from previous employer.
- Address Proof.
- Identification Proof (PAN Card/Driving License/Voter ID/Passport Copy).
- PF documents (Form 11 & Form 2).
- Reference sheet form.
- Adherence to Anti-Corruption Policy.

The URL for the link is: <https://careers.extramarks.com/index/filldetail/refId/MjU1NjUzMjI=>

You would also need to upload a scanned copy of this letter with your acceptance. In case you need any help or have any query, do let us know.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

You agree, acknowledge and authorize the Company to carry out necessary verification, background check on you (which may be carried out by a third party) from your institution, college, previous employer etc. Should the Company receive any negative feedback during such verification, background check, the Company shall be well within its right to withdraw/terminate this offer letter (including your appointment, if made) without any legal liability on the Company.

We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead!

Sincerely,

HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before **27-Jan-2018**

Accepted

Registered Office : 506, Surya Kiran Building, 19 K.G. Marg, Connaught Place, New Delhi - 110 001.

Ph. : +91-011-40392333 / Fax : +91-011-23733114/ CIN : U80900DL2015FTC283323 / www.extramarks.com



CSE

Offer: Computer Consultancy
Ref: TCSL/CT20172238229/Bangalore
Date: 10/01/2018

Ms. Lavanya Gp
#49Attur Main Road ,Ananthapura Yelahanka,
Ooty Convent,
Bangalore-560064,
Karnataka.
Tel# 91-9980996914

Dear Lavanya Gp,

Sub: Letter of Offer

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

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

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

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

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

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TCSL/CT20172238229

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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



GROSS SALARY SHEET

Annexure 1

| | |
|----------------|--|
| Name | Lavanya Gp |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|---------|----------|
| 1) Fixed Compensation | | |
| Basic Salary | | |
| Bouquet Of Benefits # | 10,200 | 1,22,400 |
| 2) Performance Pay** | 13,000 | 1,56,000 |
| Monthly Performance Pay | | |
| Quarterly Variable Allowance* | 1,700 | 20,400 |
| 3) City Allowance | 600 | 7,200 |
| 4) Annual Components/Retirals | 200 | 2,400 |
| Health Insurance*** | | |
| Provident Fund | NA | 7,900 |
| Gratuity | 1,224 | 14,688 |
| Total of Annual Components & Retirals | 490 | 5,887 |
| Retention Incentive | 1,715 | 28,475 |
| TOTAL GROSS | NA | 0 |
| | 27,415 | 3,36,875 |

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

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

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

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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

| Component Category | Monthly | Annual |
|----------------------------------|---------|----------|
| House Rent Allowance | 4,080 | 48,960 |
| Conveyance Allowance | 800 | 9,600 |
| Leave Travel Assistance | 850 | 10,200 |
| Sundry Medical Reimbursement | 500 | 6,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 6,270 | 75,240 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |

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



Offer: Computer Consultancy
Ref: TCSL/CT20172238229/Bangalore
Date: 10/01/2018

Ms. Lavanya Gp
#49Attur Main Road ,Ananthapura Yelahanka,
Ooty Convent,
Bangalore-560064,
Karnataka.
Tel# 91-9980996914

Dear Lavanya Gp,

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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1



COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to 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 ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Conveyance Allowance

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

3. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or 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.

4. Sundry Medical Reimbursement

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



5. Personal Allowance

You will be eligible for a monthly personal allowance of of ₹6,270/- per month. This component is subject to review and may change as per TCSL's compensation policy.

6. 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 Initial Learning Programme.

CITY ALLOWANCE

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



OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹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.

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Loans

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

Professional Memberships

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

RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

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

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



2. Disclaimer

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

3. Training Period

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

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

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

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

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

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



6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

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

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.



11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

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

13. TATA Code of Conduct

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

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

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



15. Retirement

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

16. Pre-employment Medical Certificate

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

17. Employment of Non Indian Citizens

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

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

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

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



*There is no disciplinary case pending against you in the university

*If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

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

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

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

21. Letter of Appointment

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

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

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



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCSL Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

| | |
|-----------------------|---|
| Name | Lavanya Gp |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

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



Annexure 2

Regional Offices

| | |
|--|---|
| <p>Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601</p> | <p>Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114</p> |
| <p>Chennai Lead- Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555</p> | <p>Delhi Lead-Talent Acquisition Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735</p> |
| <p>Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222</p> | <p>Kolkata Lead-Talent Acquisition TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003</p> |
| <p>Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001</p> | <p>Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190</p> |
| <p>Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107</p> | <p>Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499</p> |



Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.



2. Retainer/Consultant's Obligations

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of Retainer/Consultant-ship, the Retainer/Consultant agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

The Retainer/Consultant agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and the Retainer/Consultant hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests the Retainer/Consultant may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.



4. Prior knowledge

The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines

The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Retainer/Consultant's Rights

The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.



9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.

PRIVATE & CONFIDENTIAL



To,

Dear Lavita D'Souza,

Date: 15 Jan 18

Letter of Intent (LOI)

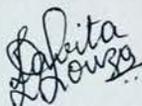
Subsequent to the meetings between Outsourcpartners International Pvt. Ltd and you, we are pleased to issue a Letter of Intent on the terms set here in.

1. You are being offered the position of **Associate at Band A1**
2. Your date of joining shall be on or before **16th January 2018**
3. The offer is subject to the following conditions;
 - a. Accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date
 - b. You meeting all evaluation criteria in all the trainings.
 - c. Successful drug screening, criminal background and reference check
If any of the above conditions are not met, this LOI/ Employment agreement would be liable to be terminated.
4. On your date of joining, you may be issued a formal Employment Agreement in exchange of this LOI.
5. You shall be based at **Bangalore** but will serve the company or any of its subsidiaries or associated companies in any location within or outside of India.
6. As an employee of the Company, you will receive an **annual CTC (Cost to the Company) of Rs. 210,156/-**. This will be payable to you in accordance with the prevailing standard compensation plan of the Company.

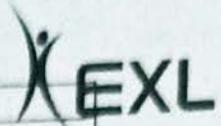
Kindly sign and return a copy of this letter as a token of your acceptance

Yours sincerely,
For Outsourcpartners International Pvt. Ltd.


Nirmal Paramban
Assistant Vice President, Human Resources


[LAVITA D'SOUZA]

I accept the terms and conditions of this offer.



ANNEXURE - A

Statement of Compensation and Benefits

| | | |
|---|---|----------------|
| Name : | Lavita D'Souza | |
| Band : | A1 | |
| Designation: | Associate | |
| Ref: | OP/BLR/HR/11856 | |
| Components of Salary | Monthly | Annual |
| Basic + DA * | 6,525 | 78,300 |
| Basket of Allowances | 5,742 | 68,904 |
| Employers Contribution to PF or Special Allowance | 783 | 9,396 |
| Total Fixed Compensation (A) | 13,050 | 156,600 |
| for Outsourcepartners International Pvt. Ltd. | | |
|  Nirmal Paramban Assistant Vice President, Human Resources | | |
| Accepted : | | |
| Name | LAVITA D'SOUZA | |
| Signature: |  | |
| Date: | 16/01/2018 | |

29 May 2018

Lavita D'souza
'Ashiyana', Church road
Ajekar post, Karkala Taluk
Karnataka - 574101

Dear Lavita,

On behalf of **KPMG Global Services Private Limited** (the '**Company**'), I am pleased to offer you the position of **Associate- Tax IES in Tax** with the Company. You will be part of the **KGS Non SEZ Bangalore Unit.UK** team.

You shall report initially to **29566 Varshney, Mayank R** and, or, any other person as decided by the Company from time to time. You shall be based in **Bangalore** and can be transferred to any other offices of the Company at any other place or city within India or outside India, as decided by the Company from time to time.

Your employment shall commence with effect from your actual date of joining. In the event you fail to join latest by **11 June 2018**, this employment agreement ('Agreement') shall stand terminated.

You shall be on probation for a period of six (6) months (the '**Probation Period**') from your actual date of joining. During the Probation Period, your Compensation and Other Entitlements, if any, shall be in accordance with the Company's Personnel Policy, for the time being in force ('**Company Policy**'). At the end of the Probation Period, the Company may confirm your services, subject to your performance meeting the requisite standard, by issuing a confirmation letter (the '**Confirmation Letter**'). Until such Confirmation Letter is issued, you are deemed to be on probation.

The terms and conditions of your employment with the Company shall be as follows:

A. Compensation

1. Basic Salary

Your basic salary shall be **Rs. 150000/- (Rupees One Lakh Fifty Thousand only)** per annum, payable monthly in arrears. Your next revision shall be in accordance with the merit review cycle and at the sole discretion of the Company.

2. Allowances

In addition to the basic salary referred to in Paragraph A.1 above, you shall be entitled to a sum of **Rs. 150000/- (Rupees One Lakh Fifty Thousand only)** towards allowances / perquisites detailed in the Staff Manual of the Company and Employer's contribution under the Provident Fund scheme of the Company, subject to your entitlement and the policy of the Company in that regard.

B. Other Entitlements

Your other entitlements, as may be determined by the Company Policy from time to time, shall be as follows:

1. Bonus

You may be entitled to a performance bonus as per the Company Policy. The Company is under no obligation to operate a bonus scheme and any payment of bonus to you is solely at the Company's discretion.

2. Gratuity

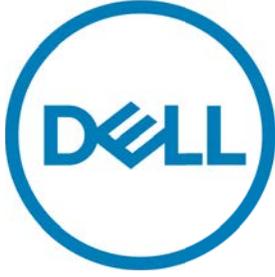
You shall be entitled to payment of gratuity as per the Company Policy and subject to the applicable law.

Annexure

Lavita D'souza
Associate- Tax IES
Bangalore

| Compensation Category | Monthly (in INR) | Annual (in INR) |
|--|------------------|-----------------|
| Basic Salary (a) | 12500 | 150000 |
| Flexible Compensation (b) | 11000 | 132000 |
| Employer Contribution to Provident Fund^ (c) | 1500 | 18000 |
| Total Cost to Company (a+b+c) | 25000 | 300000 |

- ^Equal amount of PF will be deducted from the Cost to the Company as Employee contribution to Provident Fund
- The above is an indicative break-up of the components
- Gratuity will be governed by the Payment of Gratuity Act
- You will be eligible for performance bonus as per the Company Policy if your joining date is on or before June 30 for the current calendar year
- You will be eligible for increment as per the Company Policy only if your joining date is on or before March 31 for the current calendar year
- Performance Bonus will be payable only subject to your being on the payroll of the Firm and not serving notice at the time of disbursement.
- Taxation will be governed by the Income Tax rules. The Firm will be deducting tax at source as per income tax guidelines.
- Insurance benefit would be as per the company policies
- Flexible compensation needs be allocated every year basis the components published by the firm
- Any statutory deduction shall be made as per applicable laws



May 23, 2018

Lenin Ponnappa
s/o Harish biddappa,
kottageri village & post, s. kodagu 571219
India

Private & Confidential

Dear Lenin,

Congratulations, and welcome to Dell!

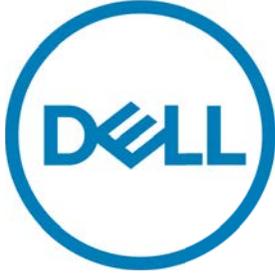
We are pleased to extend our offer of employment to Lenin Ponnappa (employee hereafter "you/your") with EMC INDIA S/W & SERV PVT ("the Company") conditional on the successful completion of the Company's Background Checks, and subject to the attainment of work permit, employment pass or employment visas, as may be applicable.

Your title will be Associate Sales Engineer Analyst at career level Individual Contributor I5, reporting to Rajkumar Ekanatheeswaran (1001851), Director, Sales Engineer Analyst. Your start date is June 18, 2018 . You will be based at our offices in Bangalore, India.

You are requested to submit all Background Check documents within three (3) days of offer letter acceptance. Any delay in providing the same may lead to extension of your date of joining which will be intimated to you through e-mail. Timely submission of Background Check documents is hence emphasized.

Orientation

A member of our Onboarding team or Talent Acquisition team will be in contact with you prior to your joining date to assist you with your onboarding experience.



Core Business Hours

Your working hours shall be the number of hours as the Company may from time to time deem appropriate and as may be necessary to achieve the purposes of the Company (inclusive of a lunch break). Please take note that certain functions such as Sales, Technical Support, Manufacturing, Information Services require staggered/shift hours.

Place of Work

Your usual place of work will be at Bangalore, India. However, the company reserves the right at its discretion, and by this contract you hereby agree, to change your place to work, either on a temporary or permanent basis, to any other place where it now conducts or at some future date, may conduct its business or part of its business. Except at the discretion of the Company you will not be compensated or reimbursed for the costs involved in such relocation. You may be required to work at or from any office, branch or location of the Company or any client of the Company, as the need arises, which you agree to do so. In the event of you working in the premises of any other Company you shall comply with all Regulations and Codes of Conduct and legislative restrictions and requirements applicable in the workplace of any Company that you may be assigned to. Any breach of such legislation, Regulations or Codes of Conduct shall be deemed a serious breach of discipline and may result in dismissal.

Compensation

We are pleased to offer you a compensation package consisting of the following element(s):

Base Salary, of 480,000.00 per annum.

Base salary is comprised of Basic and Basket of allowances. Basic is 192,000.00. Basket is 288,000.00 INR Annual.

*The Basket of Allowances includes components such as HRA and LTA. You may be eligible for all the allowances or a combination of them, depending on other factors including your job grade. Please contact HR Staffing for further details regarding the components you are eligible for and the limits there under that are applicable to you.



Incentive Bonus Plan

You will be eligible for an annual bonus of 5% of your base salary on terms that may vary, depending upon the Company's financial results and attainment of strategic corporate initiatives. You will be eligible to participate in the bonus program on a pro-rated basis, calculated from your start date. The Company reserves the right to vary the terms and amount of your bonus, depending upon your performance, the company's financial results and attainment of strategic corporate initiatives. The terms of the Bonus Plan are subject to annual re-evaluation and modification by the Company. The bonus is paid after the end of the Company's fiscal year. You must be actively employed at time of payment in order to earn and receive the bonus.

Total Target Cash will be INR504,000.00 plus Retirals per annum.

Your salary will be paid each **month** via Electronic Funds Transfer to the bank account nominated by you. We will advise you of the relevant date of payment.

Benefits

The Company offers a variety of benefits to assist you and your family. You will enjoy all benefits in accordance with the Company's prevailing policy and practice. A summary of these benefits will be made available for your access after onboarding. The Company reserves the right, at its absolute discretion, to vary or amend the terms of any benefit or existing benefit policy offered in accordance with applicable local law.

Probation

Your first 6 **months** of service will be of a probationary nature. The Company may waive or reduce the probation period at its discretion. You are deemed to have successfully completed your probationary period after 6 months unless otherwise informed in writing by the Company. For a person whose immediate previous employment is with any of the Dell group of companies, this clause shall not be applicable.

Notice Period and Termination

During the probationary period, your employment may be terminated by either party at any time by giving to the other party written notice of not less than 30 **days** or salary in lieu thereof at the sole discretion of the Company.



Upon satisfactory completion of probation, your employment may be terminated by either party at any time by giving to the other party **60days** written notice prior to the termination date or salary in lieu at the sole discretion of the Company.

Notwithstanding the above, the Company reserves the right at all times to terminate your employment (including employment during your probationary period) forthwith without notice or payment in lieu of notice if you are involved in gross negligence, misrepresentation, serious misconduct, a breach of any Dell policy including but not limited to the Code of Conduct; or commit any act of fraud or dishonesty or any criminal offense. In such an event, without prejudice to the Company's rights at law and/or under other provisions of this letter, the Company shall pay only salary earned by you up to the date of termination.

In the event of termination of services, you agree and authorize the Company to offset payment of any pro-rated allowance advances, and any other sums due to the Company to the extent permitted by law, against salary due and to withhold amounts that may be required by the relevant authorities. You will also be required to promptly deliver to Dell all originals and copies of materials, documents and property of Dell which are in your possession or control.

Restraint:

In addition, for a period of one year after termination of employment with the Company, you shall not approach or communicate with any customers of the Company, nor solicit or endeavor to take away from the Company, the business or any customers or clients of the Company. You further agree not to, for a period of [one year] after termination of employment with the Company, approach any employee of the Company or communicate with any employee of the Company with the effect of enticing, or attempting to entice any employee away from the Company.

Code of Conduct

The company's Code of Conduct sets out the standards of business conduct to which all employees are expected to adhere. We take our Code of Conduct very seriously in order to maintain the highest possible standard of ethics. Failure to adhere to the Code of Conduct is a disciplinary offence and may result in dismissal. A copy of the Code of Conduct shall be given to you in your Employee Orientation Program on joining. If you require a copy of any of the company's Code of Conduct before signing this employment contract please contact your Recruiter (i.e. signatory on this employment contract).



You should comply with the legal requirements of each country in which the Company conducts business and shall employ the highest ethical standards in your dealings. Use of any company assets for unlawful purposes is strictly prohibited.

In the event of you working in the premises of any other Company you shall comply with all Regulations and Codes of Conduct and legislative restrictions and requirements applicable in the workplace of any Company that you may be assigned to. Any breach of such legislation, Regulations or Codes of Conduct shall be deemed a serious breach of discipline and may result in dismissal.

Data Protection

will obtain, hold and use personal data relating to you in the context of your employment, including, but not limited, your name, number, cost centre, address, emergency contact details (e.g. home telephone number), educational details/history/qualifications and employment history, proof of right to work, any director or officer posts held, outcomes of any pre-employment screening, salary information including details on commissions bonuses and profit share, pension, stock option rights and details related thereto as well as additional benefit details, job description, job level, job grade, performance plans and performance rating details including sales and margin targets and achievements, Individual Work history.

The purposes of such processing are to administer and manage the employment relationship we have with you, and may include disaster recovery data duplication, administering and maintaining personnel records (includes sickness and other absence records), assessing fitness for work, paying and reviewing salary, bonus, profit share and other benefits (if any), providing and administering benefits such as pension, stock purchase and stock option programmes, life, health and medical insurance, analysing sales and sales related activity, career and succession planning, performance appraisals and reviews, employee development and training, resources and skills allocation, regulatory and legal compliance, carrying out activities related to compliance with the company's policies and procedures, providing references and information to future employers, governmental and regulatory agencies (includes tax, social security authorities) in a take-over or merger, providing information to a future purchaser or potential purchaser of or any part of 's business or a potential or future service provider as part of due diligence. You hereby consent to such data processing by , any other . company or any third party charged with providing services, information or benefits related to the employment and you further consent to transfer of data to a company or third party even if such company or third party is situated outside India in a country which does not offer a level of data protection compared to the level applied in India. will put in place adequate safeguards with such third parties to ensure an adequate level of data protection.



Confidentiality Obligation

You will not use, publish, misappropriate or disclose any "Confidential or Proprietary Information", during or after your employment, except as required in the performance of your assignment for the Company or as authorized in writing by the Company. Such Information shall include what you learn or originate during your employment which is not available or readily ascertainable from public sources, and includes such information disclosed by others in confidence to the Company. If in doubt, you will promptly consult your supervisor. Confidential and Proprietary Information includes, but is not necessarily limited to, the information described in sub-paragraphs below.

- a) Computer products, Company processes and device strategies planned or under development, including device specifications, system architecture, logic designs, circuit implementations and plans for unannounced and announced products;
- b) Software products in use, planned or under development, including operating systems adaptations or enhancements, language compilers, interpreters and translators, system design and evaluation tools, and application programs;
- c) Information relating to Company employees; actual and anticipated relationships between the Company and other companies; sales levels, profit levels, pricing and other unpublished financial data; and budget, staffing, compensation, equipment and related plans;
- d) Information relating to the Company's customer and vendor relationships. This includes performance requirements, development and delivery schedules, device and product pricing and quantities, and other information communicated to the Company by customers or vendors.

You will not use in your work or disclose to the Company any confidential or proprietary information of a third party unless the Company first receives written authorization from the third party allowing the use or disclosure of such information and unless the Company agrees in writing to receive such information on terms acceptable to the Company. You will abide by the restrictions imposed on the disclosure and use of such third party information.



You acknowledge that a violation of the provisions of this Agreement dealing with Confidential and Proprietary Information and Intellectual property may cause significant harm to the Company and that remedies at law may be inadequate to protect against a breach of such provisions. Accordingly, you agree that the Company shall be entitled, in addition to any other relief available to it, to the granting of injunctive relief without proof of actual damages or the requirement to establish the inadequacy of any of the other remedies available to it. You agree not to assert any defense in proceedings regarding the granting of any injunction or specific performance based on the availability to the Company of any other remedy.

For a period of one (1) year after leaving the Company's employment, you will give written notice to the new employer of your obligations regarding Intellectual Property, Confidential and Proprietary Information. For a period of one (1) year after termination of this Contract for whatever cause, you shall not solicit or endeavor to take away from the Company the business of any customers or clients of the Company.

Intellectual Property and Copyright

While you are an employee of the Company, you will promptly disclose to the Company, all Intellectual Property developed by you, solely or jointly with others, in the course of your employment. Intellectual Property includes each discovery, idea, improvement, or invention you create, conceive, develop or discover, alone or with others, which relates to the Company's business or results from the use of the Company's equipment, supplies, facilities, or information. All Intellectual Property, in whatever form, is the Company's property. You will assign to and agree to assign to the Company and its nominees, without additional compensation, all of your worldwide and perpetual rights in Intellectual Property. You will assist the Company in all ways, including giving evidence and executing any documents deemed helpful or necessary by the Company to establish, perfect, and register worldwide, at the Company's expense, such rights in Intellectual Property. You will not do anything in conflict with the Company's rights in Intellectual Property and will cooperate fully to protect Intellectual Property against misappropriation or infringement by third parties. If you come across any cases of infringement of the rights of the Company in its Intellectual Property, you will promptly notify the Company of such infringement and assist the Company in all ways to protect its Intellectual Property.

You hereby agree that the Company will be the copyright owner in all works of every kind and description created or developed by you, solely or jointly with others, in connection with any employment with the Company. If requested to, and at no further expense to the Company, you will execute in writing any acknowledgments or assignments of copyright ownership of such Copyrightable Works as may be appropriate for preservation of the worldwide and perpetual ownership in the Company and its nominees of such copyrights.



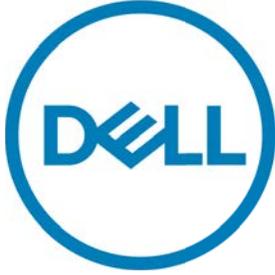
You further agree that the Company may use your name, voice, picture or likeness in the Company's advertising, training advertisement and other materials without payment or separate compensation to you both during and following your employment with the Company.

On the date your employment with the Company ends, you will promptly deliver to a designated representative of the Company all originals and copies of all materials, documents and property of the Company which are in your possession or control. You will also cooperate in conducting exit interviews with a designated representative of the Company. The purpose of the exit interviews will be to review confidential and proprietary information known or possessed by you and to confirm the Company's rights regarding non-solicitation, the protection of the confidential and proprietary information and the disclosure to the Company and its ownership of intellectual property.

Export Compliance

You will not export or otherwise transfer out of India or release to any person, Controlled Technology or Software, during or after employment with the Company, except as authorized in writing by the Company. Controlled Technology or Software is technology or software controlled under the U.S. Export Administration Regulations and includes, but is not limited to:

- Confidential and Proprietary Information of the type described in paragraph 4(a) above, to the extent that such information is not otherwise publicly available
- Technical information of , its affiliates, its customers or other third parties that is in use, planned, or under development, such as but not limited to: manufacturing and/or research processes or strategies (including design rules, device characteristics, process flow, manufacturing capabilities and yields); computer product, process and/or devices (including device specification, system architectures, logic designs, circuit implementations); software product (including operating system adaptations or enhancements, language compilers, interpreters, translators, design and evaluation tools, and application programs); and any other databases, methods, know-how, formulae, compositions, technological data, technological prototypes, processes, discoveries, machines, inventions, and similar items;
- Information relating to future plans of , its affiliates, its customers and other third parties, such as but not limited to: marketing strategies; new product research pending projects and proposals; proprietary production processes; research and development strategies; and similar items.



- Release includes disclosure to any person, oral exchange, and application to situations abroad of personal knowledge or technical experience. If you have any doubts regarding whether particular information is Controlled Technology or Software, please consult your manager, 's Legal Department, or 's Export Compliance Organization.

Training: The Company may also send you abroad for the purpose of specific skills training relevant to your employment with the Company. If your employment with the Company ends for any reason within the first twelve (12) months of you being sent abroad for specific skills training, you will repay to the Company, all of the costs paid to you or incurred on your behalf for this training.

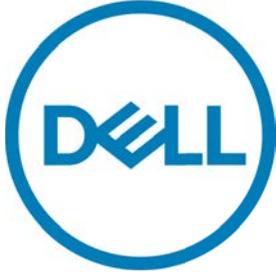
The company reserves the right to review the skills required to perform the job, and may introduce new trainings and certifications needed to impart the new skills and ways to measure the same. You shall undergo such trainings and certifications when needed and continue to successfully upgrade your skills and capabilities needed to perform the job effectively at expected levels.

Recovery of dues: In the event of any financial recovery to be made from you, the Company shall also be entitled to offset payment of any prorated allowance advances against salary due and to withhold amounts that may be required by relevant authorities. These repayment obligations cannot be waived except by a written communication by the Company.

Secondary employment and outside business ventures: While in the employment of the Company, you shall not undertake employment with any other Company on a temporary or part-time basis or offer your services with or without pay to any person, legal entity or public authority or to be occupied in your own business without the prior written consent of the Company.

Correctness of Information: This appointment is based on the information supplied by you in your application for employment. This appointment will be treated as "null and void" if any material error, in the management opinion, is discovered and/or due to non-disclosure of relevant information about you, to the company.

Service rules: For all other matters, not specified herein, you shall be governed by the company's policies, conditions of service, service rules and amendments made and communicated from time to time.

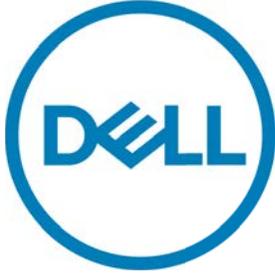


Retirement

You shall retire on the attainment of sixty two (62) years unless specifically communicated by the company in writing to continue in service beyond this age.

Regards,

Gangadhar Salimath
Sr Manager, Talent Acquisition



Confirmation of Acceptance

I, Lenin Ponnappa, confirm that I have read, understood and accept the terms and conditions of employment with Dell. I authorize the Company to make deductions from my wages pursuant to clause "remuneration" of this agreement.

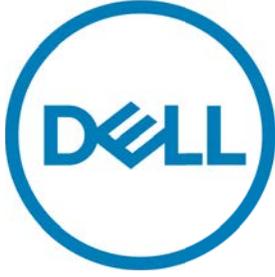
I confirm that I will commence employment with Dell on 18 Jun, 2018.

Lenin Ponnappa

Date

We have partnered with a vendor to enable you to review and accept employment related documents electronically in an efficient, secure and protected manner. The documents are encrypted. Your electronic signature cannot be changed once signed. You will be able to print out full copies of your signed documentation for your records. Within each document, the system will guide you to all relevant sections which need to be completed and signed.

Electronic is our preferred, and most efficient, method for managing the documentation. However, if you prefer, you can print and sign all of the documents, and scan and email the originals to Lovely Faith / Lovely.Faith@Dellteam.com. If you need to return the documentation in a different manner, please let your recruiter know.



Annexure

Notice Period Buyout

The Company will pay for your Notice pay recovery if any, as agreed during the HR interview. If my employment ends within the first 12 months of my hire date*, either due to my resignation (regardless of the reason) or because terminates the employment for cause (as determined by at its sole discretion), I will be required to repay to the entire notice period that has been bought out by at the time of my joining. Gross up on notice period buyout will be done on a case to case basis depending on the tax treatment availed in the previous employment/s. You need to submit the necessary document in support of Notice Period Buyout claim.

*** Hire Date shall mean the date of transfer in case of current employees who have opted for a personal transfer and the date of joining in case of new hires.**

I agree that the repayment amount for any of the categories as detailed above will become fully due and payable upon my termination of employment. I hereby authorize , to the full extent allowed by law, to deduct the repayment amount for any of the categories as detailed above from any monies owed to me by , including, but not limited to: wages, final paycheck, reimbursement for expenses, payment for unused benefits, refunds of contributions to benefit plans or programs, and/or any other sums payable to me by .

Lenin Ponnappa

Date:

Signature: 
LENIN PONNAPPA (May 29, 2018)

Email: leninponnappa@gmail.com

Date: 31st January 2018

FORM 'A'

To,

Madhu T
Bangalore

Dear Madhu T, INTRPTSS3) 012015/05

We are pleased to forward you the Offer Letter attached herein and would like to formally welcome you to the growing Intellipaate family.

We are sure that you have had sufficient opportunity to understand in detail about your job role and about the organization. We would be glad to provide you with further clarification if you need it.

You are required to report for duty at our Bangalore office. The address of our office is as follows:

Address: 1st Floor, Khykha Court-I, No.5,

1st cross, Madiwala, Hosur Road,

1st cross Rd, Bengaluru, Karanataka-560068

We are in the process of building a robust organization, wherein professionals would find full satisfaction of working in an interesting, challenging and fruitful job environment. In this connection, we are eagerly looking forward to your contributions to the Intellipaate family as a valued employee soon.

Kindly return the duplicate copy of the appointment letter, duly signed, as a token of your acceptance of the same

We look forward to a mutually beneficial and long lasting relationship with you.

Yours Truly,

For Intellipaate Software Solutions Private Limited

Anisha Goyal
Talent Acquisition Specialist



2017-18-34

05 March 2018

PRIVATE & CONFIDENTIAL

To whom it may concern,

Re: Mahesh M

AMZ 2106 2017/02

Address: REVA University, Rukmini Knowledge Park Kattigenahalli, Yelahanka, Bangalore 560 064 Karnataka, India.

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

Mahesh M is employed as a **Prod Compliance Sr. Associate** and commenced employment with Amazon on **08 March 2018**.

The above information is given in the strictest confidence and with no liability accepted by the company or any of our employees. This information should not be divulged to any third party without first seeking permission from the respective Amazon entity.

On behalf of

Amazon Development Centre (India) Private Limited

Kind Regards,

Arijit Basu

Sr. Manager, HR Operations – HR Services



11 Jul, 2018

MALINI RAMESH MALINI

Dear MALINI RAMESH,

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

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

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

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

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

We welcome you to join us in this exciting journey.

Thanking You,
Yours Sincerely,

{{Sig1_es_:signer1:signature}}

Arun D Rao
Director - Human Resources

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

2018-18-71



05 March 2018

PRIVATE & CONFIDENTIAL

To whom it may concern,

Re: MALLIKARJUN SAKARI AMR1062017106

Address: REVA University, Rukmini Knowledge Park Kattigenahalli, Yelahanka, Bangalore 560 064 Karnataka, India.

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

MALLIKARJUN SAKARI is employed as a **Prod Compliance Sr. Associate** and commenced employment with Amazon on **08 March 2018**.

The above information is given in the strictest confidence and with no liability accepted by the company or any of our employees. This information should not be divulged to any third party without first seeking permission from the respective Amazon entity.

On behalf of
Amazon Development Centre (India) Private Limited

Kind Regards,

A handwritten signature in black ink that reads "Arijit Basu". The signature is written in a cursive, flowing style.

Arijit Basu
Sr. Manager, HR Operations – HR Services



#15, 3rd Main, 3rd Cross, Maruthi Nagar, Shreyas colony, JP Nagar 7th Phase - 560078

To,
The Placement Officer
REVA University
Bangalore - 560064

Date: 15th March, 2018

Respected Sir,

We are pleased to inform you that our company has successfully completed the recruitment process for the current academic year at your esteemed institution. We are happy to announce that we have identified some exceptional talent and would like to extend job offers to the selected students. The roles and the students selected against each role along with the compensation break up is as under:

I. Process Executive Role

| Sl. No | Name | Role | CTC in LPA |
|--------|---------------------|-------------------|------------|
| 1 | Abhishek B R | Process Executive | 2.8 |
| 2 | Bindu S M | Process Executive | 2.8 |
| 3 | C Sai Prathik Reddy | Process Executive | 2.8 |
| 4 | C Sumanjali | Process Executive | 2.8 |
| 5 | Hema B R | Process Executive | 2.8 |
| 6 | Kavya V | Process Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Process Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

II. Sales Trainee L & D

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------------------------|-------------------|------------|
| 1 | Pinaki Lalit Agarwal | Sales trainee-L&D | 2.4 |
| 2 | Poojarani | Sales trainee-L&D | 2.4 |
| 3 | Rohith M Nayak | Sales trainee-L&D | 2.4 |
| 4 | Shruti | Sales trainee-L&D | 2.4 |
| 5 | Siddanthi Narasimham Vikram Simha | Sales trainee-L&D | 2.4 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Sales Trainee L & D | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 144000 |
| 2 | House Rent Allowance | 57600 |
| 3 | Special Allowance | 38400 |
| 4 | Total Compensation | 240000 |

III. Verbal Trainer

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------|----------------|------------|
| 1 | J Kalyan Kumar | Verbal Trainer | 2.8 |
| 2 | Kavya Patil | Verbal Trainer | 2.8 |
| 3 | Nidhi Kumari | Verbal Trainer | 2.8 |
| 4 | Rohan Nagaraj Kora | Verbal Trainer | 2.8 |
| 5 | Saquib Shaik | Verbal Trainer | 2.8 |
| 6 | Sharada N.S | Verbal Trainer | 2.8 |
| 7 | Swathi K V | Verbal Trainer | 2.8 |
| 8 | Ankitha B C | Verbal Trainer | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Verbal Trainer | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

IV. Marketing Associate

| Sl. No | Name | Role | CTC in LPA |
|--------|-----------------------|---------------------|------------|
| | | | |
| 2 | Manjula Venkateswarlu | Marketing Associate | 2.6 |
| 3 | Manjunath Teja N | Marketing Associate | 2.6 |
| 4 | Manoj H E | Marketing Associate | 2.6 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Marketing Associate | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 156000 |
| 2 | House Rent Allowance | 62400 |
| 3 | Special Allowance | 41600 |
| 4 | Total Compensation | 260000 |

V. Business Development Specialist

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|---------------------------------|------------|
| 1 | ANUSHA V | Business Development Specialist | 2.8 |
| 2 | Ibrahim Mohamed Omar | Business Development Specialist | 2.8 |
| 3 | KRUTHIKA M R | Business Development Specialist | 2.8 |

| Compensation Break up | | |
|-----------------------|---------------------------------|-----------------|
| Position | Business Development Specialist | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |
| | | |

VI. Training Relationship Manager

| Sl. No | Name | Role | CTC in LPA |
|--------|---------------------------------------|------------------------------|------------|
| 1 | Kiran M | Trainee Relationship Manager | 3 |
| 2 | Poornima S | Trainee Relationship Manager | 3 |
| 3 | Pradeep Kumar | Trainee Relationship Manager | 3 |
| 4 | Rahul Koudal | Trainee Relationship Manager | 3 |
| 5 | Ranjith S D | Trainee Relationship Manager | 3 |
| 6 | Alam Nikesh | Trainee Relationship Manager | 3 |
| 7 | Amulya T C | Trainee Relationship Manager | 3 |
| 8 | Chejarla Venkata Vidya Sagar Reddy | Trainee Relationship Manager | 3 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Trainee Relationship Manager | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 180000 |
| 2 | House Rent Allowance | 72000 |
| 3 | Special Allowance | 48000 |
| 4 | Total Compensation | 300000 |

VII. Branding Executive

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|--------------------|------------|
| 1 | Bandee Vamsi Krishna | Branding Executive | 2.8 |
| 2 | Bhimesh | Branding Executive | 2.8 |
| 3 | Charchitha N Behura | Branding Executive | 2.8 |
| 4 | Kumar V | Branding Executive | 2.8 |
| 5 | Megha R | Branding Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Branding Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

We have reviewed their academic records, conducted thorough interviews, and are confident that they possess the necessary skills and qualities required to contribute to our company's success.

We will be sharing the individual offer letters for each of the selected candidates with copies marked to you.

We request you to kindly inform us about their examinations and the expected date they will be able to join our organization. We will plan their joining dates accordingly.

We would like to express our gratitude to you and your team for your cooperation and support throughout the recruitment process. It has been a pleasure working with your institution, and we hope to continue this partnership in the future.

Thank you once again for your valuable assistance.

Yours Sincerely,

For Bizotic Talent Solutions Private Limited

Ramyashree S



Ramyshree S
Head of Finance & Operations

CSE



June 25, 2018

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Manish Kumar

At IBM you can innovate breakthroughs and help make life changing impact. We are experts in nearly every technical, scientific and business field. As IBMers, we are proud to apply our expertise in countries we are citizens of; all united by a single purpose: to be essential.

We invite you to join us as a Associate System Engineer, in band 06G and experience an inclusive, collaborative and learning culture with the support of technical & business experts, mentors, leaders and colleagues worldwide. You will thrive in an environment that cultivates creativity and individuality; and; be part of projects that help make the world work better.

Talent development is strategic to IBM; and you will have access to a unique learning platform powered by IBM's Watson, IBM Cloud and IBM Bluemix to help you learn quicker, learn smarter, and help the company stay agile and top-notch.

Your letter of employment is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcome you to be a part of our team.



IBM CONFIDENTIAL

ANNEXURE A

| | | | |
|---------------------------------------|---------------------------|---------------------------|-----------|
| DATE | June 25, 2018 | | |
| NAME | Manish Kumar | BAND | 06G |
| DESIGNATION | Associate System Engineer | LOCATION | BANGALORE |
| <u>Compensation Components</u> | | <u>IBM Offer (in INR)</u> | |
| 1. Annual Basic Salary | | 135135 | |
| 2. Annual Flexible Benefit Plan (FBP) | | 162162 | |
| 3. Annual Reference Salary (ARS) | | 297297 | |
| 4. Retirals | | | |
| a) Provident Fund (PF) | | 16216 | |
| b) Gratuity @ 4.8% | | 6486 | |
| 5. Annual Reference Salary + Retirals | | 320000 | |

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining IBM. Please note: IBM reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining IBM. Please note: IBM reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

CSE



APPOINTMENT LETTER

July 23, 2018

Mr. Manish Kumar
House No. 62, Village - Rasulpur,
P.O. - Birhun, Kanpur Dehat,
Kanpur Dehat- 209306
Uttar Pradesh

Dear Manish Kumar,

Welcome to Wipro Limited ('Wipro') and congratulations on your appointment as **Project Engineer**.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the company.
- b. You will be on probation for a period of 12 months from the date of the appointment. On completion of the Probationary period, your appointment will be confirmed and communicated to you in writing. Unless confirmation is communicated in writing, the probation period is deemed extended.
- c. The retirement age is 58 years.
- d. You may be transferred in such capacity as Wipro may from time to time determine to any other location, department, function, establishment, or branch of Wipro or subsidiary, associate or affiliate of Wipro. In such case you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Wipro locations in India to suit customer time including on 24x7 basis. You agree to operate from any of these locations and in any of the shifts, including night shift, as may be decided by Wipro keeping in mind business needs and deliverables to customers.
- f. This letter of appointment is subject to your successful completion of all curriculum requirements as laid down by your University/Institution for award of the degree/diploma with a minimum aggregate, specified by Wipro for your role, and any other criteria specified by Wipro in terms of your educational qualifications before joining.
- g. Kindly ensure you submit the second copy of the appointment letter signed by you on the day of reporting for work.

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III titled Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the management.

Registered Office:

Wipro Limited T : +91 (80) 2844 0011
Doddakannelli F : +91 (80) 2844 0054
Sarjapur Road E : info@wipro.com
Bengaluru 560 035 W : wipro.com
India C : L32102KA1945PLC020800

Sensitivity: Internal & Restricted

7308803



ANNEXURE III
SALARY OFFER SHEET

Name : Manish Kumar

Position : Project Engineer

Career Group: TRB - II

- a. You will be on training (classroom/on the job) for the first three months or end of training period whichever is later, from your date of joining. During the training period, you will receive a stipend of Rs.18000 consolidated, without any other benefits. After satisfactory completion of the training you will receive your salary as given below.

| COMPONENT | AMOUNT (INR) |
|---|-----------------|
| Basic | 10,667 |
| HRA | 5,334 |
| Bonus | 2,133 |
| Wipro Benefits Plan (WBP) | 4,753 |
| Additional allowance | - |
| Total Fixed Cash | 22,887 |
| PF (Employer Contribution) | 1,280 |
| Gratuity | 566 |
| Total Fixed Compensation | 24,733 |
| Other Compensation Benefits | |
| Health benefit (Medical) | 600 |
| ESI | - |
| Variable Pay | |
| Target Variable Pay | 1,334 |
| Target Cost to Company per month | 26,667 |
| Total Cost to Company per annum | 3,20,004 |

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Registered Office:

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DoddaKannelli F : +91 (80) 2844 0054
Sarjapur Road E : info@wipro.com
Bengaluru 560 035 W : wipro.com
India C : L32102KA1945PLC020800

Sensitivity: Internal & Restricted

7308803

b. Over and above these components, depending on your performance during the initial training program you will also be entitled to an Additional Allowance. Performance Category – 1 will comprise of the top 30% of the candidates and balance 70% will be placed in Performance Category-2. The total monthly gross hence will be as per the following table for different performance categories:

| | TOTAL MONTHLY GROSS | TOTAL ANNUAL GROSS |
|--------------------------|---------------------|--------------------|
| Performance Category – 1 | 27500 | 330000 |
| Performance Category – 2 | 26667 | 320000 |

b. Apart from the standard salary emoluments, Project Engineers are also entitled to unique Wipro Benefits to assist them in maintaining a healthy work-life balance. The details of the benefits are as follows:

- a. Onetime Interest free loan of **Rs. 20,000** towards housing deposits or towards purchase of a two wheeler
- b. Onetime Interest free contingency loan of **Rs. 50,000** towards housing deposits or illness, death in immediate family or self marriage
- c. Medical assistance of **Rs. 15,000** per annum for employees who are not covered under the ESI scheme.

Medical Insurance Coverage up to Rs. 2 lacs per annum

Date: / /

Signature:.....

Registered Office:

Wipro Limited T : +91 (80) 2844 0011
 Doddakannelli F : +91 (80) 2844 0054
 Sarjapur Road E : info@wipro.com
 Bengaluru 560 035 W : wipro.com
 India C : L32102KA1945PLC020800

Sensitivity: Internal & Restricted

7308803



#15, 3rd Main, 3rd Cross, Maruthi Nagar, Shreyas colony, JP Nagar 7th Phase - 560078

To,
The Placement Officer
REVA University
Bangalore - 560064

Date: 15th March, 2018

Respected Sir,

We are pleased to inform you that our company has successfully completed the recruitment process for the current academic year at your esteemed institution. We are happy to announce that we have identified some exceptional talent and would like to extend job offers to the selected students. The roles and the students selected against each role along with the compensation break up is as under:

I. Process Executive Role

| Sl. No | Name | Role | CTC in LPA |
|--------|---------------------|-------------------|------------|
| 1 | Abhishek B R | Process Executive | 2.8 |
| 2 | Bindu S M | Process Executive | 2.8 |
| 3 | C Sai Prathik Reddy | Process Executive | 2.8 |
| 4 | C Sumanjali | Process Executive | 2.8 |
| 5 | Hema B R | Process Executive | 2.8 |
| 6 | Kavya V | Process Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Process Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

II. Sales Trainee L & D

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------------------------|-------------------|------------|
| 1 | Pinaki Lalit Agarwal | Sales trainee-L&D | 2.4 |
| 2 | Poojarani | Sales trainee-L&D | 2.4 |
| 3 | Rohith M Nayak | Sales trainee-L&D | 2.4 |
| 4 | Shruti | Sales trainee-L&D | 2.4 |
| 5 | Siddanthi Narasimham Vikram Simha | Sales trainee-L&D | 2.4 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Sales Trainee L & D | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 144000 |
| 2 | House Rent Allowance | 57600 |
| 3 | Special Allowance | 38400 |
| 4 | Total Compensation | 240000 |

III. Verbal Trainer

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------|----------------|------------|
| 1 | J Kalyan Kumar | Verbal Trainer | 2.8 |
| 2 | Kavya Patil | Verbal Trainer | 2.8 |
| 3 | Nidhi Kumari | Verbal Trainer | 2.8 |
| 4 | Rohan Nagaraj Kora | Verbal Trainer | 2.8 |
| 5 | Saquib Shaik | Verbal Trainer | 2.8 |
| 6 | Sharada N.S | Verbal Trainer | 2.8 |
| 7 | Swathi K V | Verbal Trainer | 2.8 |
| 8 | Ankitha B C | Verbal Trainer | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Verbal Trainer | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

IV. Marketing Associate

| Sl. No | Name | Role | CTC in LPA |
|--------|------------------|---------------------|------------|
| 1 | Manikandan R | Marketing Associate | 2.6 |
| | | | |
| 3 | Manjunath Teja N | Marketing Associate | 2.6 |
| 4 | Manoj H E | Marketing Associate | 2.6 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Marketing Associate | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 156000 |
| 2 | House Rent Allowance | 62400 |
| 3 | Special Allowance | 41600 |
| 4 | Total Compensation | 260000 |

V. Business Development Specialist

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|---------------------------------|------------|
| 1 | ANUSHA V | Business Development Specialist | 2.8 |
| 2 | Ibrahim Mohamed Omar | Business Development Specialist | 2.8 |
| 3 | KRUTHIKA M R | Business Development Specialist | 2.8 |

| Compensation Break up | | |
|-----------------------|---------------------------------|-----------------|
| Position | Business Development Specialist | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |
| | | |

VI. Training Relationship Manager

| Sl. No | Name | Role | CTC in LPA |
|--------|---------------------------------------|------------------------------|------------|
| 1 | Kiran M | Trainee Relationship Manager | 3 |
| 2 | Poornima S | Trainee Relationship Manager | 3 |
| 3 | Pradeep Kumar | Trainee Relationship Manager | 3 |
| 4 | Rahul Koudal | Trainee Relationship Manager | 3 |
| 5 | Ranjith S D | Trainee Relationship Manager | 3 |
| 6 | Alam Nikesh | Trainee Relationship Manager | 3 |
| 7 | Amulya T C | Trainee Relationship Manager | 3 |
| 8 | Chejarla Venkata Vidya Sagar Reddy | Trainee Relationship Manager | 3 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Trainee Relationship Manager | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 180000 |
| 2 | House Rent Allowance | 72000 |
| 3 | Special Allowance | 48000 |
| 4 | Total Compensation | 300000 |

VII. Branding Executive

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|--------------------|------------|
| 1 | Bandee Vamsi Krishna | Branding Executive | 2.8 |
| 2 | Bhimesh | Branding Executive | 2.8 |
| 3 | Charchitha N Behura | Branding Executive | 2.8 |
| 4 | Kumar V | Branding Executive | 2.8 |
| 5 | Megha R | Branding Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Branding Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

We have reviewed their academic records, conducted thorough interviews, and are confident that they possess the necessary skills and qualities required to contribute to our company's success.

We will be sharing the individual offer letters for each of the selected candidates with copies marked to you.

We request you to kindly inform us about their examinations and the expected date they will be able to join our organization. We will plan their joining dates accordingly.

We would like to express our gratitude to you and your team for your cooperation and support throughout the recruitment process. It has been a pleasure working with your institution, and we hope to continue this partnership in the future.

Thank you once again for your valuable assistance.

Yours Sincerely,

For Bizotic Talent Solutions Private Limited

Ramyashree S



Ramyshree S
Head of Finance & Operations



#15, 3rd Main, 3rd Cross, Maruthi Nagar, Shreyas colony, JP Nagar 7th Phase - 560078

To,
The Placement Officer
REVA University
Bangalore - 560064

Date: 15th March, 2018

Respected Sir,

We are pleased to inform you that our company has successfully completed the recruitment process for the current academic year at your esteemed institution. We are happy to announce that we have identified some exceptional talent and would like to extend job offers to the selected students. The roles and the students selected against each role along with the compensation break up is as under:

I. Process Executive Role

| Sl. No | Name | Role | CTC in LPA |
|--------|---------------------|-------------------|------------|
| 1 | Abhishek B R | Process Executive | 2.8 |
| 2 | Bindu S M | Process Executive | 2.8 |
| 3 | C Sai Prathik Reddy | Process Executive | 2.8 |
| 4 | C Sumanjali | Process Executive | 2.8 |
| 5 | Hema B R | Process Executive | 2.8 |
| 6 | Kavya V | Process Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Process Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

II. Sales Trainee L & D

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------------------------|-------------------|------------|
| 1 | Pinaki Lalit Agarwal | Sales trainee-L&D | 2.4 |
| 2 | Poojarani | Sales trainee-L&D | 2.4 |
| 3 | Rohith M Nayak | Sales trainee-L&D | 2.4 |
| 4 | Shruti | Sales trainee-L&D | 2.4 |
| 5 | Siddanthi Narasimham Vikram Simha | Sales trainee-L&D | 2.4 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Sales Trainee L & D | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 144000 |
| 2 | House Rent Allowance | 57600 |
| 3 | Special Allowance | 38400 |
| 4 | Total Compensation | 240000 |

III. Verbal Trainer

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------|----------------|------------|
| 1 | J Kalyan Kumar | Verbal Trainer | 2.8 |
| 2 | Kavya Patil | Verbal Trainer | 2.8 |
| 3 | Nidhi Kumari | Verbal Trainer | 2.8 |
| 4 | Rohan Nagaraj Kora | Verbal Trainer | 2.8 |
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| 8 | Ankitha B C | Verbal Trainer | 2.8 |

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| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

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| Sl. No | Name | Role | CTC in LPA |
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| 1 | Manikandan R | Marketing Associate | 2.6 |
| 2 | Manjula Venkateswarlu | Marketing Associate | 2.6 |
| | | | |
| 4 | Manoj H E | Marketing Associate | 2.6 |

| Compensation Break up | | |
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| Position | Marketing Associate | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 156000 |
| 2 | House Rent Allowance | 62400 |
| 3 | Special Allowance | 41600 |
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V. Business Development Specialist

| Sl. No | Name | Role | CTC in LPA |
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| 1 | ANUSHA V | Business Development Specialist | 2.8 |
| 2 | Ibrahim Mohamed Omar | Business Development Specialist | 2.8 |
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VI. Training Relationship Manager

| Sl. No | Name | Role | CTC in LPA |
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| 2 | Poornima S | Trainee Relationship Manager | 3 |
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VII. Branding Executive

| Sl. No | Name | Role | CTC in LPA |
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| 1 | Bandee Vamsi Krishna | Branding Executive | 2.8 |
| 2 | Bhimesh | Branding Executive | 2.8 |
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| 4 | Kumar V | Branding Executive | 2.8 |
| 5 | Megha R | Branding Executive | 2.8 |

| Compensation Break up | | |
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We have reviewed their academic records, conducted thorough interviews, and are confident that they possess the necessary skills and qualities required to contribute to our company's success.

We will be sharing the individual offer letters for each of the selected candidates with copies marked to you.

We request you to kindly inform us about their examinations and the expected date they will be able to join our organization. We will plan their joining dates accordingly.

We would like to express our gratitude to you and your team for your cooperation and support throughout the recruitment process. It has been a pleasure working with your institution, and we hope to continue this partnership in the future.

Thank you once again for your valuable assistance.

Yours Sincerely,

For Bizotic Talent Solutions Private Limited

Ramyashree S



Ramyshree S
Head of Finance & Operations

2018



June 6, 2018

Manjushreesahana Vijaya Bhaskar

Private & Confidential

Dear Manjushreesahana,

We are pleased to inform you that based on your application for a position for Software Quality Engineer 1, and the subsequent interviews you had, you have been selected as Software Quality Engineer 1 in career level Individual Contributor I5 of the Company. The job will be effective on or before 16 Jul, 2018. All other terms and conditions of your employment remain unchanged.

NOTE :

1. Kindly revert back on your offer acceptance within 2 working days to India_InternalMoveme@Dell.com
2. Please get back to us or your respective Talent Acquisition Representative if you have any clarifications.
3. The start date mentioned in this offer is tentative and dependent on the final date given by the manager. Actual transfer dates will be communicated by your manager/TA. Please get in touch with them for more information.

Orientation

A member of our Onboarding team or Talent Acquisition team will be in contact with you prior to your joining date to assist you with your onboarding experience.

Core Business Hours

Your working hours shall be the number of hours as the Company may from time to time deem appropriate and as may be necessary to achieve the purposes of the Company (inclusive of a lunch break). Please take note that certain functions such as Sales, Technical Support, Manufacturing, Information Services require staggered/shift hours.



Place of Work

Your usual place of work will be at Bangalore, India. However, the company reserves the right at its discretion, and by this contract you hereby agree, to change your place of work, either on a temporary or permanent basis, to any other place where it now conducts or at some future date, may conduct its business or part of its business. Except at the discretion of the Company you will not be compensated or reimbursed for the costs involved in such relocation. You may be required to work at or from any office, branch or location of the Company or any client of the Company, as the need arises, which you agree to do so. In the event of you working in the premises of any other Company you shall comply with all Regulations and Codes of Conduct and legislative restrictions and requirements applicable in the workplace of any Company that you may be assigned to. Any breach of such legislation, Regulations or Codes of Conduct shall be deemed a serious breach of discipline and may result in dismissal.

Compensation

We are pleased to offer you a compensation package consisting of the following element(s):

Base Salary, of 895,063.00 per annum.

Base salary is comprised of Basic and Basket of allowances. Basic is 358,025.20. Basket is 537,037.80 INR Annual.

*The Basket of Allowances includes components such as HRA and LTA. You may be eligible for all the allowances or a combination of them, depending on other factors including your job grade. Please contact HR Staffing for further details regarding the components you are eligible for and the limits there under that are applicable to you.

Retirals

Retirals is comprised of PF and Gratuity. PF is 12% Annual. Gratuity is 4.81% Annual.

***Gratuity: Payment of Gratuity would be as per the criteria set out in the Payment of Gratuity Act

****PF contribution: If your basic salary is less than INR 15000 per month, then for the purpose of PF computation and contribution, the sum total of basic salary and undeclared portion of the basket of allowances (BOA) will be considered up to the extent of INR 15,000 per month.

ECE

KPIT

Date: 12/04/2018

Dear Manne Naga Himarish,

Sub: Offer letter

A very Warm WELCOME to KPIT Family!

We are excited to have you as a part of **KPIT Technologies Ltd.** ("Company") and we believe that you can use your skills and talent in making our company reach new heights.

Welcome onboard new buddy!

Our goal At KPIT:

To achieve a leadership position in our business by becoming the 1st choice of our customers.

People are what make this industry tick. Then be it senior managers, key decision makers, or fresh out-of-college graduates. In fact many of our present top performers started out in KPIT as trainees, who have over the years grown into leaders and tech experts!

We truly believe that you would prove to be an asset to KPIT Family.

With reference to the discussions that we had with you, we are pleased to offer you a position of **Trainee** in **KPIT Technologies Ltd.** ("Company").

Your compensation package will be as below -

| S.No. | Amount | Details |
|-------|------------------|--|
| 1) | INR. 3,25,000 PA | Upon Successful Completion of KPIT Elective (If Applicable). |

Please note that, all statutory deductions as may be applicable, will be effective from the date of joining. You are required to produce the supporting documents of investment proofs in order to get the Income Tax benefit. After joining you may undergo formal training and on-the-job assignments, and successful completion of this training, if applicable is mandatory to continue your employment.



Culture at KPIT!

- KPIT has open door policy which makes the work culture transparent and easy to approach
- It always gives opportunities and challenges beyond your current role to prove yourself and achieve greater heights
- KPIT has an open culture, a great work environment, and offers a sense of belonging to employees, which is conducive to future growth.
- KPIT is the perfect place for someone looking for a challenging, fast growing environment with opportunities to take on bigger responsibilities and learn cross functional skills

| Components | Amount (in INR) |
|---|-----------------|
| Basic Salary | 96,000 |
| House Rent Allowance | 48,000 |
| Conveyance | 19,200 |
| Monthly Bonus | 19,200 |
| Employer's contribution to Provident Fund | 11,520 |
| India Allowance | 36,500 |
| Flexi Basket* | 0 |
| Additional Allowance | 94,580 |
| Fixed Compensation** | 325,000 |
| Total Target Compensation | 9,318 |
| Other Benefits* | 334,318 |
| Cost to Company | |

Note: All the amount mentioned above are per annum.

* The details for Flexi Basket and Other Benefits Component have been mentioned in Annexure B.

** Fixed compensation is payable subject to adherence of all applicable policies of the organization.

ANNEXURE B

| Components | Amount (in INR) |
|---|-----------------|
| Hostel Allowance | 0 |
| Meal Allowance | 0 |
| Professional Development Reimbursement | 0 |
| Medical Allowance | 0 |
| Children's Education Allowance | 0 |
| Employer's contribution to NPS | 0 |
| Leave Travel Assistance | 0 |
| Flexi Basket* | 4,618 |
| Notional Provision for Statutory Gratuity** | 4,700 |
| Employer's contribution to Insurance Premium*** | 0 |
| Employer's contribution to ESIC | 0 |
| Special Benefits | 9,318 |
| Other Benefits | |



QUALITY TUTORIALS PVT LTD

2018-18 → 104
104

Date: 13 February 2018
Name: MANOJ C
Email: manojc22@gmail.com

Dear Manoj C, LIDO 13022018/03

Congratulations!

We are pleased to offer you a position at **Quality Tutorials Pvt. Ltd. under the brand name: LIDO.** We enjoyed getting to know you, and strongly believe that you have much to contribute to our mission and growth ambitions.

The terms and conditions of your appointment are as below:

1. Designation

You will be designated as **"Trainee – Business Development"**

2. Work Place

Will be informed before joining.

3. Date of appointment

Your appointment with us is effective from the joining date mutually agreed upon when you would report on a full-time basis.

4. Salary

Your total compensation during internship would be Rs. Five Lakhs Sixty Thousand comprising of Rs. Three Lakhs Sixty Thousand as fixed and Rs. Two Lakhs as performance-based variable.

Your total compensation post internship & review would be Rs. Ten Lakhs comprising of Rs. Seven Lakhs as fixed and Rs. Three Lakhs as performance-based variable.

5. Reporting to:

You would be reporting to **Rishabh Arora**

6. Leave

The company shall notify about the leaves and declared holidays at the time of joining.

7. Other Work

Your position is whole time employment with the company and shall devote yourself exclusively to the jobs of the company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade of business during the employment with the company without permission in writing.

Registered address

206, 2nd Floor, Arun chambers,
Pandit Madan Mohan Malviya Marg,
Tardeo, Mumbai - 400034

Email ID

hr@lidolearning.com

CIN number: U74999MH2018PTC322768

To,
The Placement Officer
REVA University
Bangalore - 560064

Date: 15th March, 2018

Respected Sir,

We are pleased to inform you that our company has successfully completed the recruitment process for the current academic year at your esteemed institution. We are happy to announce that we have identified some exceptional talent and would like to extend job offers to the selected students. The roles and the students selected against each role along with the compensation break up is as under:

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| Compensation Break up | | |
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III. Verbal Trainer

| Sl. No | Name | Role | CTC in LPA |
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| 2 | Kavya Patil | Verbal Trainer | 2.8 |
| 3 | Nidhi Kumari | Verbal Trainer | 2.8 |
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| Sl. No | Name | Role | CTC in LPA |
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| 3 | Manjunath Teja N | Marketing Associate | 2.6 |
| | | | |

| Compensation Break up | | |
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V. Business Development Specialist

| Sl. No | Name | Role | CTC in LPA |
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Yours Sincerely,

For Bizotic Talent Solutions Private Limited

Ramyashree S



Ramyshree S
Head of Finance & Operations



#15, 3rd Main, 3rd Cross, Maruthi Nagar, Shreyas colony, JP Nagar 7th Phase - 560078

To,
The Placement Officer
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Date: 15th March, 2018

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Thank you once again for your valuable assistance.

Yours Sincerely,

For Bizotic Talent Solutions Private Limited

Ramyashree S



Ramyshree S
Head of Finance & Operations



CSE

Offer: Computer Consultancy
Ref: TCSL/CT20172238343/Bangalore
Date: 10/01/2018

Ms. Meghana Reddy Gudasai
Flat No: 204, Vasavi Residency N.K Road,
Nandyal,
Nandyal-518501,
Andhra Pradesh.
Tel# 91-9573349018

Dear Meghana Reddy Gudasai,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the **IT Infrastructure Services (ITIS)** Unit, which is subject to change as per the business requirements of TCSL.

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

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

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

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TCSL/CT20172238343

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



GROSS SALARY SHEET

Annexure 1

| | |
|----------------|--|
| Name | Meghana Reddy Gudasai |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|---------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 10,200 | 1,22,400 |
| Bouquet Of Benefits # | 13,000 | 1,56,000 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,224 | 14,688 |
| Gratuity | 490 | 5,887 |
| Total of Annual Components & Retirals | 1,715 | 28,475 |
| Retention Incentive | NA | 0 |
| TOTAL GROSS | 27,415 | 3,36,875 |

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

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

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

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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

| Component Category | Monthly | Annual |
|----------------------------------|---------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Conveyance Allowance | 800 | 9,600 |
| Leave Travel Assistance | 850 | 10,200 |
| Sundry Medical Reimbursement | 500 | 6,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 6,270 | 75,240 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |

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



Offer: Computer Consultancy
Ref: TCSL/CT20172238343/Bangalore
Date: 10/01/2018

Ms. Meghana Reddy Gudasai
Flat No: 204, Vasavi Residency N.K Road,
Nandyal,
Nandyal-518501,
Andhra Pradesh.
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1



COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to 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 ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Conveyance Allowance

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

3. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or 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.

4. Sundry Medical Reimbursement

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



5. Personal Allowance

You will be eligible for a monthly personal allowance of of ₹6,270/- per month. This component is subject to review and may change as per TCSL's compensation policy.

6. 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 Initial Learning Programme.

CITY ALLOWANCE

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



OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹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.

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



Loans

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

Professional Memberships

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

RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

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

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



2. Disclaimer

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

3. Training Period

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

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

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

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

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

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



6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

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

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.



11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

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

13. TATA Code of Conduct

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

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

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



15. Retirement

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

16. Pre-employment Medical Certificate

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

17. Employment of Non Indian Citizens

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

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

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

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



*There is no disciplinary case pending against you in the university

*If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

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

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

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

21. Letter of Appointment

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

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

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



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCSL Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

| | |
|-----------------------|---|
| Name | Meghana Reddy Gudasai |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

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



Annexure 2

Regional Offices

| | |
|--|---|
| <p>Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601</p> | <p>Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114</p> |
| <p>Chennai Lead- Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555</p> | <p>Delhi Lead-Talent Acquisition Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735</p> |
| <p>Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222</p> | <p>Kolkata Lead-Talent Acquisition TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003</p> |
| <p>Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001</p> | <p>Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190</p> |
| <p>Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107</p> | <p>Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499</p> |



Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.



2. Retainer/Consultant's Obligations

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of Retainer/Consultant-ship, the Retainer/Consultant agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

The Retainer/Consultant agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and the Retainer/Consultant hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests the Retainer/Consultant may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.



4. Prior knowledge

The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines

The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Retainer/Consultant's Rights

The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.



9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.

EMPLOYMENT AGREEMENT

This EMPLOYMENT AGREEMENT (“**Agreement**”) is made on this 20th day of February 2019 (“**Execution Date**”).

BETWEEN

MERA TRANSPORT EXCHANGE PRIVATE LIMITED, a company incorporated under the Companies Act, 2013 and having its registered office at **723, FERNS PARADISE, DODANNAKUNDI PO, MARATHALLI, BANGALORE 560 037** (hereinafter referred to as the “**Company**” which expression shall, unless repugnant to the context hereof, mean and include its successors-in-interest and assigns) of the **ONE PART**;

AND

PERSON NAMED IN SCHEDULE I (hereinafter referred to as the “**Employee**” which expression shall, unless repugnant to the context hereof, mean and include his/her heirs, legal representatives and executors) of the **OTHER PART**.

The Company and the Employee shall hereinafter be referred to as a “**Party**” individually and shall be referred to as “**Parties**” when referred to jointly.

RECITALS

- A. The Company is engaged in the business of providing an online platform to bring together customers and service providers such as transporters to a common, convenient and transparent transacting platform driven by seamless technology.
- B. Relying on the verbal and documentary representations made by the Employee regarding his/her qualifications, experience, know-how and expertise during his/her interview and subsequent discussions with the Company, the Company has agreed to engage the Employee in the capacity specified under **Schedule I**.
- C. In view of the above, the Parties are desirous of entering into this Agreement to record the terms and conditions relating to the employment of the Employee.

NOW THEREFORE, THE PARTIES AGREE AS FOLLOWS:

1. DEFINITIONS

- 1.1 In this Agreement unless the context otherwise requires, the capitalized words and expressions mentioned below shall mean as follows:

“**Confidential Information**” shall mean any confidential and/or proprietary information belonging or relating to the Company or its vendors, customers or other third parties including the following (a) Intellectual Property Rights and details regarding the inventions, innovations, works or intellectual property rights, trade secrets, ideas and know-how including the Work Product of the vendors, customers or other associates of the Company disclosed to the Employee during the course of his employment with the Company; (b) information relating to the development, utility, operation, functionality, performance, cost, present and proposed businesses, formulae, ideas, strategies, techniques, policy, data related to employees, present or proposed vendors/customers, research and development, financial statements, budgets and other financial details, business and marketing plans, forecasts, licenses, price lists, quotes, bids, controls, operating procedures, responsibilities, policies and procedures, software programs and files, operating manuals, user manuals, documentation etc.; (c) confidential and

proprietary information of third parties, including former, existing or prospective agents, customers, partners, vendors, suppliers or affiliates; (d) the terms and conditions of this Agreement; and (e) all record bearing media containing or disclosing the above information or **techniques, whether identified as “confidential” expressly or not. Confidential Information shall not include (a) information that is publicly available through no fault of the Employee and (b) information disclosed by third parties without any obligation of confidentiality.**

“Intellectual Property Rights” shall mean any and all intellectual property rights, whether or not filed, registered or recorded and whether now or hereafter existing, filed, issued or acquired in relation to the business of the Company and the Work Product including any improvements thereto in any and all parts of the world, including without limitation: (a) patents, patent disclosures, patent rights, know-how, including any and all divisions, re-issues, re-examinations, utility, model and design patents/ rights or any extensions thereof; (b) rights associated with works of authorships, including without limitation, copyrights, copyright applications, copyright registrations; (c) rights in trademarks, trademark registrations, and applications therefor, trade names, service marks, service names, logos, or trade dress and corporate names and other source indicators and registrations and applications for registration and foreign counterparts thereof, and the goodwill; (d) rights relating to the protection of trade secrets and Confidential Information; and (e) internet domain names, internet and world wide web URLs or addresses; (f) mask work rights, mask work registrations and applications therefore; (g) all other intellectual property rights anywhere in the world including rights of privacy and publicity, whether or not requiring registration and whether or not such registration has been obtained thereof; (h) designs including registrations and applications for registration thereof; (i) computer software, data and documentation; (j) inventions, trade secrets, know-how, business intelligence and confidential business (k) proprietary information, whether patentable or non-patentable and whether or not reduced to practice; (l) know-how, manufacturing and product processes and techniques, and research and development information, financial, marketing and business data, pricing and cost information, business and marketing plans and customer and supplier lists and information, formulae, algorithms and blue prints and specifications both printed and electronic, manufacture and manufacturer part number, and bill of materials used in the manufacture of the product; and (m) copies and tangible embodiments thereof.

“Law” shall mean all statutes, enactments, acts of legislature or the Parliament, ordinances, rules, bye-laws, regulations, notifications, guidelines, policies, directions, directives and orders, other governmental restrictions or any similar form of decision of, or determination by, or any interpretation of, any government, statutory authority, tribunal, board, regulatory body, court or any recognized stock exchange(s) on which the Shares may be listed, having the force of law;

“Person” shall mean any natural person, limited or unlimited liability company, corporation, partnership (whether limited or unlimited), proprietorship, Hindu undivided family, trust, union, association, government or any agency or political subdivision thereof or any other entity that may be treated as a Person under applicable Law.

“Work Product” means Intellectual Property Rights or parts thereof, conceived, developed, or otherwise made by the Employee, alone or jointly with other employees of the Company (a) in any way relating to the Company’s business; (b) during the course of Employee’s employment with the Company; (c) using tools, resources or materials belonging to the Company; (d) or based on material or information belonging to the Company; whether or not made during the Employee’s regular working hours or whether or not made on the Company’s premises.

1.2 All the other terms defined elsewhere under this Agreement shall have the meaning ascribed to them thereunder.

2 EMPLOYMENT

2.1 **Appointment:** The Company hereby appoints the Employee under the designation and as on the date provided in **Schedule I (“Appointment Date”)**.

- (a) Subject to the overall superintendence, control and direction of the senior personnel identified by the Company, the Employee shall perform all such duties and responsibilities as are consistent with his designation in a competent and professional manner. It is clarified that such designation/title is merely descriptive and the Employee shall also discharge such other duties and responsibilities as are delegated and conferred upon him by the Company from time to time.
- (b) Except during the period of leave as per the leave policy as mentioned in Annexure IV of the Company (including sick leaves), the Employee shall devote all his business time and attention to the business of the Company. The Employee agrees that he/she shall not be employed by or render any commercial and/or professional services of any nature to, any Person or organization, during the Term.
- (c) The Employee shall comply with all applicable internal rules, regulations, administrative instructions/guidelines and policies of the Company in force from time to time including policies relating to leave, IT usage, travel, transfers, deputation, customer relations, etc., as applicable to the employees/ persons at the level of the Employee (**“Policies”**).
- (d) The Employee agrees and acknowledges that he/she shall have direct interaction with customers and clients of the Company during the Term. In this regard, the Company may authorize the Employee to represent the Company. The Employee shall use his professional judgement and limit such representation to his duties under this Agreement. Employee shall take utmost care and precaution to uphold and safeguard the business interests and customer relations of the Company. The Employee shall at all times keep the Company promptly and fully informed (in writing if so requested) of the discharge of his responsibilities and also provide such further information, written records and/or explanation as the Company may require.

2.2 **Term:** [This Agreement shall be valid for an initial **term of 2years (“Initial Term”)**] from the Execution Date unless terminated at any time prior thereto in accordance with the provisions of this Agreement.

3 REMUNERATION AND BENEFITS

3.1 Remuneration

- (a) The Employee shall receive an annual gross remuneration, the break-up and structure of which shall be as specified in the **Schedule III hereto (“Remuneration”)**. In addition to the Remuneration, the Company may at any time during the Term, award a discretionary performance bonus to the Employee.
- (b) Notwithstanding anything contained herein, the Company may, as per policy of the Company in this regard, increase or otherwise vary the Remuneration or any component thereof from time to time.
- (c) The Employee agrees and acknowledges that he/she shall not directly or indirectly accept any money whether as fees, charges or otherwise, in whatsoever manner from any client, customer or vendor without the prior written consent of the Company. The Employee shall immediately intimate the Company in writing of any such offer from the client, customer or vendor of the Company.

3.2 **Benefits**

The Employee shall be entitled to receive all benefits applicable generally to the Company's employees (such as coverage under a health insurance, provident fund, etc.) in line with the applicable policy of the Company and applicable Law.

3.3 **Withholding**

The Remuneration shall be subject to applicable taxes and the Company may withhold therefrom any amounts as are required to be withheld pursuant to applicable Law.

4 NON-COMPETE AND NON-SOLICITATION OBLIGATIONS

- 4.1 As long as the Employee remains in the employment of the Company and for a period of 2 (two) years after termination of employment, the Employee shall not engage in, jointly or severally, directly or indirectly, and whether as an individual, through a partnership or as a shareholder, joint venture partner, collaborator, consultant, advisor, principal contractor or sub-contractor, director, trustee, committee member, office bearer or agent or in any other manner whatsoever, whether for profit or otherwise with any Person who is engaged in any business which competes with the business carried on by the Company.
- 4.2 The Employee agrees and acknowledges that no separate non-compete fees is payable to him/her, and the consideration for the non-compete restriction contained herein is deemed to have been received under this Agreement. The Employee also acknowledges the receipt and sufficiency of such consideration received towards the non-compete restriction contained herein.
- 4.3 The Employee acknowledges that the ability of the Company to conduct and operate its business depends upon its ability to attract and retain skilled people, customers, suppliers and that the Company has and will continue to invest substantial resources in training such people. The Employee hereby agrees that he/she shall not, during the term of his/her employment with the Company and for a period of 2 (two) years after termination of employment for any reason whatsoever:
- (a) directly or indirectly, partner with or enter into any activity or hire or attempt to hire for any purpose whatsoever (whether as an employee, consultant, advisor, independent contractor, partner or otherwise) any employee of the Company or any person who was an employee of the Company at any time during the last 12 (twelve) months, and shall use his best efforts to prevent any of his related Persons from taking any such action;
 - (b) unless required under applicable Law, disclose to any third party the names, backgrounds or qualifications of any employees of the Company or otherwise identify them as potential candidates for employment;
 - (c) personally, or through any other Person, approach, recruit or otherwise solicit employees of the Company to work for any other employer; and
 - (d) persuade any Person which is a client/customer of the Company, to cease doing business or to reduce the amount of business which any such Person has customarily done or might have proposed doing with the Company.
- 4.4 The Parties acknowledge and agree that the above restrictions are considered reasonable for the legitimate protection of the business and goodwill of the Company, but in the event that such restriction shall be found to be void, but would be valid if some part thereof was deleted or the scope, period or area of application were reduced, the above restriction shall apply with the deletion of such words or such reduction of scope, period or area of application as may be

required to make the restrictions contained in this Clause 4 valid and effective. Notwithstanding the limitation of this provision by any applicable Law for the time being in force, the Parties undertake to at all times observe and be bound by the spirit of this Clause 4. Provided however, upon revocation, removal or diminution of the applicable Law or provisions, as the case may be, by virtue of which the restrictions contained in this Clause 4 were limited as provided hereinabove, the original restrictions would stand renewed and be effective to their original extent, as if they had not been limited by the applicable Law or provisions revoked.

5 CONFIDENTIALITY

- 5.1 The Employee shall not, during his / her employment with the Company, directly or indirectly, use for himself / herself or use for or disclose to any Person any Confidential Information other than for the benefit of Company and in the course of performing his / her duties and responsibilities.
- 5.2 Without prejudice to the generality of the foregoing, the Employee shall:
- 5.2.1 keep confidential the Confidential Information and not disclose the same to any third **party or use the same for the Employee's benefit** or for the benefit (financial or otherwise) of any third party, except as expressly permitted by the Agreement or except with the prior written consent of the Company;
 - 5.2.2 protect the Confidential Information received with all reasonable care so as to ensure that the same does not fall into the hands of third parties or is not put to unauthorised use;
 - 5.2.3 not reproduce in any form the Confidential Information except with the prior written consent of the Company.
- 5.3 The confidentiality obligations under the Agreement shall not prevent the Employee from disclosing the same if required by Law or under the orders of any court of competent jurisdiction or other competent legal authority, provided that the Employee gives the Company notice of such intended disclosure and an opportunity to oppose the same.
- 5.4 The Employee confirms that all Confidential Information shall remain the sole and absolute property of the Company or any third party, as applicable.
- 5.5 The obligations under this Clause 5 shall survive the termination of the Agreement and shall survive so long as such information remains confidential. The Employee also acknowledges that use of the Confidential Information contrary to the provisions of the Agreement constitutes, among other things, criminal breach of trust in terms of the provisions of the Indian Penal Code, 1860.
- 5.6 The provisions of the Agreement for the protection of Confidential Information shall apply notwithstanding that the Employee has unauthorized or inadvertently obtained access to or otherwise come into possession of such Confidential Information.
- 5.7 In order to secure or preserve Confidential Information, the Company shall have the right at all times to deactivate, disable, remove or prevent access to any Company property, including computers, servers, computer networks, email accounts, databases, storage, and vehicles.

6 INTELLECTUAL PROPERTY

- 6.1 The Employee acknowledges that Work Product is **created during the course of Employee's** employment with the Company and the Company shall be the sole and absolute owner of the Work Product from date of creation thereof. The Employee acknowledges that the Company has sole and absolute rights over any and all Intellectual Property Rights used by the Company whether as an owner or as a licensee.
- 6.2 To the extent that the Work Product or any portion thereof needs to be assigned to the Company to ensure that the Company is sole and absolute owner thereof, the Employee hereby assigns and agrees to assign in the future to Company all rights, title, and interest in and to any and all of the portion of the Work Product. To the extent permitted by applicable Law, the moral rights in relation to the Work Product shall also vest in the Company. To the extent such moral rights cannot be assigned to Company and to the extent the following is allowed by the laws in any country where moral rights exist, Employee hereby unconditionally and irrevocably waives the enforcement of such moral rights, and all claims and causes of action of any kind against Company or **related to Company's customers, with respect to such rights. The Employee's legal heirs** shall not retain any moral rights in the Work Product.
- 6.3 The Employee shall assist the Company, at **the Company's expense**, in every proper way to **secure and maintain the Company's rights hereunder** and to carry out the intent of the Agreement and for vesting the Company with full title to the Work Product including executing necessary documents, applications in that respect.
- 6.4 The Employee represents and warrants and undertakes that he / she will not use or integrate in the Work Product any third-party materials or data that are not validly licensed to the Company. The Employee represents and warrants that Employee has not violated the Intellectual Property Rights of any third party and covenants that he / she shall not violate the Intellectual Property Rights of any third party in the course of his / her employment with the Company.
- 6.5 The Employee hereby irrevocably appoints the Company as his / her attorney for the purpose of (a) ensuring that the ownership of the Work Product vests in the Company and (b) for the purposes of seeking registration or other statutory protection in relation to the Work Product. The Employee acknowledges that the Company has an interest in the agency and that the same **may not be terminated to the prejudice of the Company. Termination of the Employee's employment** shall not result in termination of the agency.

7 TERMINATION

Termination for Cause. The Company may at **any time terminate the Employee's employment for Cause by way of a written notice of termination to the Employee ("Termination Notice")** provided that prior to issuance of a Termination Notice, the Company shall allow the Employee a period of 30 (thirty) days ("**Notice Period**") to make personal representations to the Company in respect of the Cause alleged and/or to remedy the said Cause specified in detail and accompanied to the extent possible by sufficient evidence of the Cause alleged in a written notice ("**Default Notice**").

'Cause' for this purpose shall mean:

- 7.1.1 the Employee has committed gross negligence or misconduct in the carrying out of the his/her duties or obligations;
- 7.1.2 the Employee is guilty of fraud, embezzlement, theft, commission of an offence involving moral turpitude, or proven dishonesty, in the course of his/her employment, or association with the Company; or

- 7.1.3 the Employee has committed material breach (whether by one or several acts or omissions) of any of his / her obligations under this Agreement; or
- 7.1.4 the Employee is adjudged insolvent or applies to be adjudged an insolvent or makes any compromise or arrangement with his / her creditors.

7.2 Termination other than for Cause

- 7.2.1 [On expiry of the Initial Term,]² the Company may, with prior notice of 30 (thirty) days **or payment in lieu of such notice, terminate the Employee's employment other than for Cause.**
- 7.2.2 The Employee may, after expiry of the Initial Term, terminate his / her employment by giving [1 (one) month]³ **prior notice in writing ("Period of Notice") to the Company,** provided that the Company may, at its discretion, relieve the Employee from his / her duties at any time after receipt of such notice. The Employee may not, in lieu of Period of Notice, pay the Company his/her salary for the Period of Notice. The Employee understands that this restriction is in view of the significant responsibilities that he / she undertakes in his/ her position as Full Stack Developer of the Company. The Employee shall not be entitled to terminate this Agreement during the Initial Term other than for non-payment of remuneration and benefits as set out under this Agreement.

7.3 Payment upon Termination. The Employee shall not be entitled to any severance upon termination of his / her Employment.

7.4 Consequences & Survival

- 7.4.1 Termination of this Agreement shall not affect the vested rights of the Parties.
- 7.4.2 Clause 4 (*Non-compete and Non-solicitation Obligations*), Clause 5 (*Confidentiality*), Clause 6 (*Intellectual Property*), Clause 10.3 (*Notices*), Clause 10.7 (*Governing Law & Jurisdiction*) and Clause 10.8 (*Dispute Resolution*) shall survive termination of this Agreement.
- 7.4.3 ***Obligations of the Company.*** Upon the termination of the Employee's employment for any reason under this Agreement, the Company shall pay him (or to his spouse or such other person so nominated by him as his nominee, **any payments due to him in case of termination due to Employee's death**), at the time of such termination, any amounts which are accrued but unpaid through the date of termination under the terms of this Agreement.
- 7.4.4 ***Obligations of Employee.*** All memoranda, notes, records or other documents, made or compiled by the Employee or made available to him during the course of his employment, which contain Confidential Information, shall be handed over to the Company, if in his possession or under his control. Upon **termination of the Employee's employment, the Employee shall relinquish all positions and/or memberships in any body/committee/association to which he/she was appointed by virtue of his employment with the Company.**

8 EMPLOYEE'S REPRESENTATION

The Employee hereby represents, warrants, and confirms that:

- 8.1 he/she has executed and delivered this Agreement as his/her free and voluntary act, after having determined that the provisions contained herein are of benefit to him/her, and that the duties and obligations imposed on him/her hereunder are fair and reasonable and will not prevent him/her from earning a comparable livelihood following the termination of his/her employment with the Company;
- 8.2 he/she has read and fully understood the terms and conditions set forth herein and the benefits and consequences of entering into this Agreement; and
- 8.3 the execution of this Agreement by him/her and performance of his/her obligations, responsibilities and duties hereunder shall not result in the breach of any of his/her obligations, covenants or undertakings (including any professional, statutory, contractual or fiduciary duties or obligations) to any other Person.

9 REMEDIES

- 9.1 The Employee acknowledges that the Company will suffer immediate, material, immeasurable, continuing and irreparable damage and may not have an adequate monetary remedy if the Employee breaches the terms or conditions of this Agreement. The Employee acknowledges that the Company will be entitled to institute and prosecute proceedings in any court of competent jurisdiction to prevent the Employee from violating any contractual or legal obligation or to compel **performance of the Employee's obligations hereunder. Relief of injunction and/or specific performance** shall be in addition to any remedy for damages which the Company may be entitled to.

10 MISCELLANEOUS

- 10.1 Amendments. Except as set forth herein, no amendment to this Agreement shall be binding on the Parties unless such amendment or alteration is in writing and is signed by the Parties.
- 10.2 Entire Agreement. This Agreement constitutes the entire agreement between the Parties in relation to the employment of the Employee.
- 10.3 Notices. Any notice or other communication to be given by one Party to the other pursuant to the Agreement shall be made in writing and signed by or on behalf of the Party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address set out below) or 5 (five) days after being dispatched in the post, postage prepaid, by registered mail to such Party at its address specified herein or at such other address as such Party may hereafter specify for such purpose. The addresses, email address and fax numbers of the Parties for the purpose of notices are as follows:

(a) Employee: Sridhar J
Address: S/o Janardhan S, #118, 11th Main Road, Near Kurubarahalli Bus Stand, J C Nagar, Mahalakshmiipuram Layout, Bangalore - 560086.
E-mail: isridharjanardhan@gmail.com

(b) Company:
Attention: Mr. Ajit Venkatesh R
Address: 723, Ferns Paradise, Dodannakundi Po, Marathalli, Bangalore 560 037
Fax number: 080-25299177
Email: ajit@meratransport.com

A Party may change or supplement the addresses given above, or designate additional addresses, for purposes of this Clause 10.3, by giving the other Party written notice of the new address in the manner set forth above.

10.4 Severability. If one or more provisions of this Agreement are held to be illegal, invalid or unenforceable under applicable Law, the Parties agree to renegotiate such provision in good faith. In the event the Parties cannot reach a mutually agreeable and enforceable replacement for such provision, then (a) such provision shall be excluded from this Agreement, and (b) the balance of the Agreement shall be interpreted as if such provision were so excluded; The Parties shall nevertheless be under an obligation to negotiate an alternate provision that is as close to the original intent of the Parties and that is valid and effective.

10.5 Counterparts. This Agreement may be executed in 2 (two) counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument.

10.6 Waivers. If at any time any Party shall waive its rights accruing to it, due to breach of any of the provisions of this Agreement, such waiver shall not be construed as continuing waiver of other breaches of the same kind or other provisions of this Agreement. None of the terms of this Agreement shall be deemed to have been waived or altered, unless such waiver or alteration is in writing and is signed by the Parties.

10.7 Governing Law & Jurisdiction. This Agreement shall be governed by and construed in accordance with the laws of India. Subject to Clause 10.8 below, the courts at Bangalore shall have exclusive jurisdiction on the matters arising from or in connection with this Agreement, without regard to the principles of conflicts of laws.

10.8 Dispute Resolution

10.8.1 Notwithstanding anything contained in this Agreement to the contrary, the Parties hereby agree that they intend to discharge their obligations in utmost good faith. The Parties therefore agree that they will, at all times, act in good faith, and make all attempts to resolve all differences, howsoever arising out of or in connection with this Agreement by way of each appointing one nominee/representative being either of chief executive officer, managing director, promoter or manager level who has the authority to take decisions for and on behalf of the relevant Party in relation thereto, who shall **discuss in good faith to resolve the differences (“Amicable Settlement”)**. In case the Amicable Settlement does not resolve the dispute within 30 (thirty) calendar days from the date such differences have arisen or have been referred for Amicable Settlement by either Party to the other(s), it shall be referred to arbitration in accordance with this Clause 10.8.

- 10.8.2 Any dispute, claim or controversy arising under or relating to this Agreement, including without limitation any dispute concerning the existence or enforceability hereof, which have remained unresolved as per Clause 10.8.1 (“**Dispute**”) shall be resolved by arbitration in Bangalore in accordance with the Arbitration and Conciliation Act, 1996 by a tribunal consisting of 3 (three) arbitrators (“**Tribunal**”). The disputing parties will appoint 1 (one) arbitrator and the opposite party will appoint 1 (one) arbitrator and the 2 (two) arbitrators so appointed will jointly choose the third arbitrator.
- 10.8.3 The language of the arbitration shall be English.
- 10.8.4 The Tribunal shall be entitled to award costs of the arbitration. Subject to the aforesaid, each Party to the arbitration shall bear its own expense in relation thereto, including but not limited to such **Party’s attorneys’** fees and the expenses and fees of the Tribunal shall be borne equally by the parties to the Dispute.
- 10.8.5 To the extent practical, decisions of the Tribunal shall be rendered no more than 90 (ninety) days following commencement of proceedings with respect thereto. The Tribunal shall reach and render a reasoned decision in writing.
- 10.8.6 Any arbitration award passed by the Tribunal shall be final, binding and conclusive as to the Dispute. The arbitration award shall be enforced to the maximum extent permitted by Applicable Law and shall as required be entered in the court having jurisdiction pursuant to Clause 10.8.5.

Schedule I

Name of the Employee: Sridhar J
Present Residential Address: S/o Janardhan S, #118, 11th Main Road, Near Kurubarahalli Bus Stand, J C Nagar, Mahalakshimpuram Layout, Bangalore - 560086.

PAN No. : No PAN
E-mail Address: isridharjanardhan@gmail.com
Mobile Number: 8296112861
Appointment Date: 25th February 2019
Designation: Full Stack Developer

Schedule II

Employee shall submit true copies of the following documents to the Company:

- a. 4 Passport Size Photos
- b. Relieving letter & Salary certificates and pay slips from previous employers
- c. All qualification and experience certificates.
- d. Address Proof & ID Proof

Schedule III

Remuneration

| <u>SALARY STRUCTURE</u> | | | | |
|--------------------------------|--------------------------|---|----------------------|------------------|
| Name | | : | Sridhar J | |
| Designation | | : | Full Stack Developer | |
| Department | | : | IT | |
| Date of Joining | | : | 25-Feb-19 | |
| Location | | : | Bangalore | |
| BREAK UP OF THE SALARY | | : | Per Month | Per Annum |
| Salary Sheet | Basic +DA | : | 15,000 | 1,80,000 |
| | HRA | : | 6,500 | 78,000 |
| | Conveyance | : | 1,600 | 19,200 |
| | Medical | : | 1,250 | 15,000 |
| | Others | : | 22,650 | 2,71,800 |
| A | Gross | : | 47,000 | 5,64,000 |
| Liabilities | P.F. | : | 1,950 | 23,400 |
| B | Total Liabilities | : | 1,950 | 23,400 |
| Deductions | P.F. | : | 1,800 | 21,600 |
| | PT | : | 200 | 2,400 |
| C | Total Deductions | : | 2,000 | 24,000 |
| | NET TAKE | : | 45,000 | 5,40,000 |
| D | Total CTC | : | 48,950 | 5,87,400 |

Schedule IV

1. You will initially be on probation for a period of six (6) months from the Commencement Date, after which your performance and conduct will be reviewed and if found to be satisfactory, your appointment will continue on the terms set out in this Agreement. If your performance or conduct is found to be unsatisfactory, the Company may in its sole discretion extend your probation period.
2. You will not be entitled to leave during the Probation period. Leave taken during Probation Period will result in loss of pay
3. During the period of probation, your employment may be terminated by the Company without notice or with notice required by law as then in effect, whichever is greater, or payment of One month salary in lieu of notice.
4. Upon confirmation you will be entitled to 15 days Privileged leave (PL) and 15 days sick leave (SL) every year. PL will be encashable on yearly basis. PL balance will be carried forward and will be encashed beyond 45 days.
5. MTEPL is a service oriented organization hence leave should be taken only with 2 days prior approval. If reason of leave is sickness then Medical certificate should be provided. Leave taken without permission will result in loss of pay.
6. You will retire from the services of MTEPL on completion of 60 Years of your age (as per the date of birth proof); however the management in its sole discretion can permit you to continue thereafter based on requirement or request.
7. You will be required to perform all duties as prescribed by the company from time to time. MTEPL is a service oriented organization, you are required to be punctual and render your best services to our clients while at work.
8. The address given by you while acknowledging this offer shall be the last known address for all official purposes. Any change in your address should be intimated immediately in writing to MTEPL. MTEPL will not be responsible for any lapse on your part in reporting changes in your address.
9. Any liability with respect to income tax arising out of this salary or future revisions in salary will be to your account.
10. MTEPL reserves the right to transfer its employees to any other location based on the needs of the organization, On such transfers, rule applicable will be as per prevailing policies. MTEPL also reserves the right to change the work location to any other branch, unit, and subsidiaries, sister concern of the company or other site either in existence or which may come into existence. In such event, you will be issued a fresh letter informing you of such change.
11. The company will provide you an identity card which should always be carried and displayed.
12. Your appointment is subject to MTEPL having the right to find you to be and remain medically fit, for which you may have to be medically examined by any certified medical practitioner during the period of your service. In case you are found medically unfit to continue with the job, MTEPL reserves to terminate your services any time.
13. If and when information furnished by you in your Application Form regarding your credentials is found to be incorrect or not true, MTEPL reserves the right to terminate your services without any notice or any other benefits that might have accrued to you or take any other action as deemed fit.
14. Your absence from your duty for a continual period of six working days will be treated as wilful absence including when you overstay the period of your sanctioned leave and the same shall make you liable to loose lien on your job and your services may automatically stand terminated without any notice to you.
15. The company will recover accident insurance as per Accident Relief Care Insurance Policy for a maximum cover of Rs 3,00,000/-.

16. MTEPL is a Private Limited Company and the Directors are the sole decision makers and their decision is final in all matters pertaining to the Company. You will be required to maintain discipline during office hours and thereafter while representing the company. You will be required to obey all the rules and regulations promulgated by the Company from time to time.
17. Should an email id or computer be provided to you. You will ensure that MTEPL emailing system and internet will be used for official purposes only and shall abide by the Computer, Email & Internet Usage Rules.
18. Should a mobile phone be provided to you, you shall ensure that you will be accessible and respond to all calls within a reasonable amount of time. Should be strictly used for official purpose and no third party applications and software should be downloaded.
19. You shall be responsible for the charge, care and maintenance of the goods, stores and any other assets / property of the company that you may be entrusted to you and you shall truly and faithfully maintain them in proper form and order.

Schedule V

Job Description

- Responsible for development of new highly-responsive, web-based user interfaces.
- Design and develop high-volume, low-latency applications for mission-critical systems, delivering high-availability and performance.
- Develop high quality user interfaces, services as well as associated unit tests.
- Contribute in all phases of the development lifecycle.
- Work with product team and graphic designers
- Learn and understand user interactions
- Develop a flexible and well-structured front-end architecture, along with the APIs to support it
- Diagnose, research and resolve software defects
- Document and train fellow developers and system users
- Framework development combining deep industry expertise with best-in-breed technologies and support the Open Source community by committing back the improvements.

IN WITNESS WHEREOF, the Parties have entered into this Agreement on the day and year first above written:

Signed and delivered for and on behalf of the
within named **COMPANY**

Signed and delivered by the within named

MERA TRANSPORT EXCHANGE PVT.LTD

AJIT VENKATESH R
DIRECTOR

Employee

Signature

EMPLOYMENT AGREEMENT

This EMPLOYMENT AGREEMENT (“**Agreement**”) is made on this 20th day of February 2019 (“**Execution Date**”).

BETWEEN

MERA TRANSPORT EXCHANGE PRIVATE LIMITED, a company incorporated under the Companies Act, 2013 and having its registered office at **723, FERNS PARADISE, DODANNAKUNDI PO, MARATHALLI, BANGALORE 560 037** (hereinafter referred to as the “**Company**” which expression shall, unless repugnant to the context hereof, mean and include its successors-in-interest and assigns) of the **ONE PART**;

AND

PERSON NAMED IN SCHEDULE I (hereinafter referred to as the “**Employee**” which expression shall, unless repugnant to the context hereof, mean and include his/her heirs, legal representatives and executors) of the **OTHER PART**.

The Company and the Employee shall hereinafter be referred to as a “**Party**” individually and shall be referred to as “**Parties**” when referred to jointly.

RECITALS

- A. The Company is engaged in the business of providing an online platform to bring together customers and service providers such as transporters to a common, convenient and transparent transacting platform driven by seamless technology.
- B. Relying on the verbal and documentary representations made by the Employee regarding his/her qualifications, experience, know-how and expertise during his/her interview and subsequent discussions with the Company, the Company has agreed to engage the Employee in the capacity specified under **Schedule I**.
- C. In view of the above, the Parties are desirous of entering into this Agreement to record the terms and conditions relating to the employment of the Employee.

NOW THEREFORE, THE PARTIES AGREE AS FOLLOWS:

1. DEFINITIONS

- 1.1 In this Agreement unless the context otherwise requires, the capitalized words and expressions mentioned below shall mean as follows:

“**Confidential Information**” shall mean any confidential and/or proprietary information belonging or relating to the Company or its vendors, customers or other third parties including the following (a) Intellectual Property Rights and details regarding the inventions, innovations, works or intellectual property rights, trade secrets, ideas and know-how including the Work Product of the vendors, customers or other associates of the Company disclosed to the Employee during the course of his employment with the Company; (b) information relating to the development, utility, operation, functionality, performance, cost, present and proposed businesses, formulae, ideas, strategies, techniques, policy, data related to employees, present or proposed vendors/customers, research and development, financial statements, budgets and other financial details, business and marketing plans, forecasts, licenses, price lists, quotes, bids, controls, operating procedures, responsibilities, policies and procedures, software programs and files, operating manuals, user manuals, documentation etc.; (c) confidential and

proprietary information of third parties, including former, existing or prospective agents, customers, partners, vendors, suppliers or affiliates; (d) the terms and conditions of this Agreement; and (e) all record bearing media containing or disclosing the above information or **techniques, whether identified as “confidential” expressly or not. Confidential Information shall not include (a) information that is publicly available through no fault of the Employee and (b) information disclosed by third parties without any obligation of confidentiality.**

“Intellectual Property Rights” shall mean any and all intellectual property rights, whether or not filed, registered or recorded and whether now or hereafter existing, filed, issued or acquired in relation to the business of the Company and the Work Product including any improvements thereto in any and all parts of the world, including without limitation: (a) patents, patent disclosures, patent rights, know-how, including any and all divisions, re-issues, re-examinations, utility, model and design patents/ rights or any extensions thereof; (b) rights associated with works of authorships, including without limitation, copyrights, copyright applications, copyright registrations; (c) rights in trademarks, trademark registrations, and applications therefor, trade names, service marks, service names, logos, or trade dress and corporate names and other source indicators and registrations and applications for registration and foreign counterparts thereof, and the goodwill; (d) rights relating to the protection of trade secrets and Confidential Information; and (e) internet domain names, internet and world wide web URLs or addresses; (f) mask work rights, mask work registrations and applications therefore; (g) all other intellectual property rights anywhere in the world including rights of privacy and publicity, whether or not requiring registration and whether or not such registration has been obtained thereof; (h) designs including registrations and applications for registration thereof; (i) computer software, data and documentation; (j) inventions, trade secrets, know-how, business intelligence and confidential business (k) proprietary information, whether patentable or non-patentable and whether or not reduced to practice; (l) know-how, manufacturing and product processes and techniques, and research and development information, financial, marketing and business data, pricing and cost information, business and marketing plans and customer and supplier lists and information, formulae, algorithms and blue prints and specifications both printed and electronic, manufacture and manufacturer part number, and bill of materials used in the manufacture of the product; and (m) copies and tangible embodiments thereof.

“Law” shall mean all statutes, enactments, acts of legislature or the Parliament, ordinances, rules, bye-laws, regulations, notifications, guidelines, policies, directions, directives and orders, other governmental restrictions or any similar form of decision of, or determination by, or any interpretation of, any government, statutory authority, tribunal, board, regulatory body, court or any recognized stock exchange(s) on which the Shares may be listed, having the force of law;

“Person” shall mean any natural person, limited or unlimited liability company, corporation, partnership (whether limited or unlimited), proprietorship, Hindu undivided family, trust, union, association, government or any agency or political subdivision thereof or any other entity that may be treated as a Person under applicable Law.

“Work Product” means Intellectual Property Rights or parts thereof, conceived, developed, or otherwise made by the Employee, alone or jointly with other employees of the Company (a) in any way relating to the Company’s business; (b) during the course of Employee’s employment with the Company; (c) using tools, resources or materials belonging to the Company; (d) or based on material or information belonging to the Company; whether or not made during the Employee’s regular working hours or whether or not made on the Company’s premises.

1.2 All the other terms defined elsewhere under this Agreement shall have the meaning ascribed to them thereunder.

2 EMPLOYMENT

2.1 **Appointment:** The Company hereby appoints the Employee under the designation and as on the date provided in **Schedule I (“Appointment Date”)**.

- (a) Subject to the overall superintendence, control and direction of the senior personnel identified by the Company, the Employee shall perform all such duties and responsibilities as are consistent with his designation in a competent and professional manner. It is clarified that such designation/title is merely descriptive and the Employee shall also discharge such other duties and responsibilities as are delegated and conferred upon him by the Company from time to time.
- (b) Except during the period of leave as per the leave policy as mentioned in Annexure IV of the Company (including sick leaves), the Employee shall devote all his business time and attention to the business of the Company. The Employee agrees that he/she shall not be employed by or render any commercial and/or professional services of any nature to, any Person or organization, during the Term.
- (c) The Employee shall comply with all applicable internal rules, regulations, administrative instructions/guidelines and policies of the Company in force from time to time including policies relating to leave, IT usage, travel, transfers, deputation, customer relations, etc., as applicable to the employees/ persons at the level of the Employee (**“Policies”**).
- (d) The Employee agrees and acknowledges that he/she shall have direct interaction with customers and clients of the Company during the Term. In this regard, the Company may authorize the Employee to represent the Company. The Employee shall use his professional judgement and limit such representation to his duties under this Agreement. Employee shall take utmost care and precaution to uphold and safeguard the business interests and customer relations of the Company. The Employee shall at all times keep the Company promptly and fully informed (in writing if so requested) of the discharge of his responsibilities and also provide such further information, written records and/or explanation as the Company may require.

2.2 **Term:** [This Agreement shall be valid for an initial **term of 2years (“Initial Term”)**] from the Execution Date unless terminated at any time prior thereto in accordance with the provisions of this Agreement.

3 REMUNERATION AND BENEFITS

3.1 Remuneration

- (a) The Employee shall receive an annual gross remuneration, the break-up and structure of which shall be as specified in the **Schedule III hereto (“Remuneration”)**. In addition to the Remuneration, the Company may at any time during the Term, award a discretionary performance bonus to the Employee.
- (b) Notwithstanding anything contained herein, the Company may, as per policy of the Company in this regard, increase or otherwise vary the Remuneration or any component thereof from time to time.
- (c) The Employee agrees and acknowledges that he/she shall not directly or indirectly accept any money whether as fees, charges or otherwise, in whatsoever manner from any client, customer or vendor without the prior written consent of the Company. The Employee shall immediately intimate the Company in writing of any such offer from the client, customer or vendor of the Company.

3.2 **Benefits**

The Employee shall be entitled to receive all benefits applicable generally to the Company's employees (such as coverage under a health insurance, provident fund, etc.) in line with the applicable policy of the Company and applicable Law.

3.3 **Withholding**

The Remuneration shall be subject to applicable taxes and the Company may withhold therefrom any amounts as are required to be withheld pursuant to applicable Law.

4 NON-COMPETE AND NON-SOLICITATION OBLIGATIONS

- 4.1 As long as the Employee remains in the employment of the Company and for a period of 2 (two) years after termination of employment, the Employee shall not engage in, jointly or severally, directly or indirectly, and whether as an individual, through a partnership or as a shareholder, joint venture partner, collaborator, consultant, advisor, principal contractor or sub-contractor, director, trustee, committee member, office bearer or agent or in any other manner whatsoever, whether for profit or otherwise with any Person who is engaged in any business which competes with the business carried on by the Company.
- 4.2 The Employee agrees and acknowledges that no separate non-compete fees is payable to him/her, and the consideration for the non-compete restriction contained herein is deemed to have been received under this Agreement. The Employee also acknowledges the receipt and sufficiency of such consideration received towards the non-compete restriction contained herein.
- 4.3 The Employee acknowledges that the ability of the Company to conduct and operate its business depends upon its ability to attract and retain skilled people, customers, suppliers and that the Company has and will continue to invest substantial resources in training such people. The Employee hereby agrees that he/she shall not, during the term of his/her employment with the Company and for a period of 2 (two) years after termination of employment for any reason whatsoever:
- (a) directly or indirectly, partner with or enter into any activity or hire or attempt to hire for any purpose whatsoever (whether as an employee, consultant, advisor, independent contractor, partner or otherwise) any employee of the Company or any person who was an employee of the Company at any time during the last 12 (twelve) months, and shall use his best efforts to prevent any of his related Persons from taking any such action;
 - (b) unless required under applicable Law, disclose to any third party the names, backgrounds or qualifications of any employees of the Company or otherwise identify them as potential candidates for employment;
 - (c) personally, or through any other Person, approach, recruit or otherwise solicit employees of the Company to work for any other employer; and
 - (d) persuade any Person which is a client/customer of the Company, to cease doing business or to reduce the amount of business which any such Person has customarily done or might have proposed doing with the Company.
- 4.4 The Parties acknowledge and agree that the above restrictions are considered reasonable for the legitimate protection of the business and goodwill of the Company, but in the event that such restriction shall be found to be void, but would be valid if some part thereof was deleted or the scope, period or area of application were reduced, the above restriction shall apply with the deletion of such words or such reduction of scope, period or area of application as may be

required to make the restrictions contained in this Clause 4 valid and effective. Notwithstanding the limitation of this provision by any applicable Law for the time being in force, the Parties undertake to at all times observe and be bound by the spirit of this Clause 4. Provided however, upon revocation, removal or diminution of the applicable Law or provisions, as the case may be, by virtue of which the restrictions contained in this Clause 4 were limited as provided hereinabove, the original restrictions would stand renewed and be effective to their original extent, as if they had not been limited by the applicable Law or provisions revoked.

5 CONFIDENTIALITY

- 5.1 The Employee shall not, during his / her employment with the Company, directly or indirectly, use for himself / herself or use for or disclose to any Person any Confidential Information other than for the benefit of Company and in the course of performing his / her duties and responsibilities.
- 5.2 Without prejudice to the generality of the foregoing, the Employee shall:
- 5.2.1 keep confidential the Confidential Information and not disclose the same to any third **party or use the same for the Employee's benefit** or for the benefit (financial or otherwise) of any third party, except as expressly permitted by the Agreement or except with the prior written consent of the Company;
 - 5.2.2 protect the Confidential Information received with all reasonable care so as to ensure that the same does not fall into the hands of third parties or is not put to unauthorised use;
 - 5.2.3 not reproduce in any form the Confidential Information except with the prior written consent of the Company.
- 5.3 The confidentiality obligations under the Agreement shall not prevent the Employee from disclosing the same if required by Law or under the orders of any court of competent jurisdiction or other competent legal authority, provided that the Employee gives the Company notice of such intended disclosure and an opportunity to oppose the same.
- 5.4 The Employee confirms that all Confidential Information shall remain the sole and absolute property of the Company or any third party, as applicable.
- 5.5 The obligations under this Clause 5 shall survive the termination of the Agreement and shall survive so long as such information remains confidential. The Employee also acknowledges that use of the Confidential Information contrary to the provisions of the Agreement constitutes, among other things, criminal breach of trust in terms of the provisions of the Indian Penal Code, 1860.
- 5.6 The provisions of the Agreement for the protection of Confidential Information shall apply notwithstanding that the Employee has unauthorized or inadvertently obtained access to or otherwise come into possession of such Confidential Information.
- 5.7 In order to secure or preserve Confidential Information, the Company shall have the right at all times to deactivate, disable, remove or prevent access to any Company property, including computers, servers, computer networks, email accounts, databases, storage, and vehicles.

6 INTELLECTUAL PROPERTY

- 6.1 The Employee acknowledges that Work Product is **created during the course of Employee's** employment with the Company and the Company shall be the sole and absolute owner of the Work Product from date of creation thereof. The Employee acknowledges that the Company has sole and absolute rights over any and all Intellectual Property Rights used by the Company whether as an owner or as a licensee.
- 6.2 To the extent that the Work Product or any portion thereof needs to be assigned to the Company to ensure that the Company is sole and absolute owner thereof, the Employee hereby assigns and agrees to assign in the future to Company all rights, title, and interest in and to any and all of the portion of the Work Product. To the extent permitted by applicable Law, the moral rights in relation to the Work Product shall also vest in the Company. To the extent such moral rights cannot be assigned to Company and to the extent the following is allowed by the laws in any country where moral rights exist, Employee hereby unconditionally and irrevocably waives the enforcement of such moral rights, and all claims and causes of action of any kind against Company or **related to Company's customers, with respect to such rights. The Employee's legal heirs** shall not retain any moral rights in the Work Product.
- 6.3 The Employee shall assist the Company, at **the Company's expense**, in every proper way to **secure and maintain the Company's rights hereunder** and to carry out the intent of the Agreement and for vesting the Company with full title to the Work Product including executing necessary documents, applications in that respect.
- 6.4 The Employee represents and warrants and undertakes that he / she will not use or integrate in the Work Product any third-party materials or data that are not validly licensed to the Company. The Employee represents and warrants that Employee has not violated the Intellectual Property Rights of any third party and covenants that he / she shall not violate the Intellectual Property Rights of any third party in the course of his / her employment with the Company.
- 6.5 The Employee hereby irrevocably appoints the Company as his / her attorney for the purpose of (a) ensuring that the ownership of the Work Product vests in the Company and (b) for the purposes of seeking registration or other statutory protection in relation to the Work Product. The Employee acknowledges that the Company has an interest in the agency and that the same **may not be terminated to the prejudice of the Company. Termination of the Employee's employment shall not result in termination of the agency.**

7 TERMINATION

Termination for Cause. The Company may at **any time terminate the Employee's employment for Cause by way of a written notice of termination to the Employee ("Termination Notice")** provided that prior to issuance of a Termination Notice, the Company shall allow the Employee a period of 30 (thirty) days ("**Notice Period**") to make personal representations to the Company in respect of the Cause alleged and/or to remedy the said Cause specified in detail and accompanied to the extent possible by sufficient evidence of the Cause alleged in a written notice ("**Default Notice**").

'Cause' for this purpose shall mean:

- 7.1.1 the Employee has committed gross negligence or misconduct in the carrying out of the his/her duties or obligations;
- 7.1.2 the Employee is guilty of fraud, embezzlement, theft, commission of an offence involving moral turpitude, or proven dishonesty, in the course of his/her employment, or association with the Company; or

- 7.1.3 the Employee has committed material breach (whether by one or several acts or omissions) of any of his / her obligations under this Agreement; or
- 7.1.4 the Employee is adjudged insolvent or applies to be adjudged an insolvent or makes any compromise or arrangement with his / her creditors.

7.2 Termination other than for Cause

- 7.2.1 [On expiry of the Initial Term,]² the Company may, with prior notice of 30 (thirty) days **or payment in lieu of such notice, terminate the Employee's employment other than for Cause.**
- 7.2.2 The Employee may, after expiry of the Initial Term, terminate his / her employment by giving [1 (one) month]³ **prior notice in writing ("Period of Notice") to the Company,** provided that the Company may, at its discretion, relieve the Employee from his / her duties at any time after receipt of such notice. The Employee may not, in lieu of Period of Notice, pay the Company his/her salary for the Period of Notice. The Employee understands that this restriction is in view of the significant responsibilities that he / she undertakes in his/ her position as Full Stack Developer of the Company. The Employee shall not be entitled to terminate this Agreement during the Initial Term other than for non-payment of remuneration and benefits as set out under this Agreement.

7.3 Payment upon Termination. The Employee shall not be entitled to any severance upon termination of his / her Employment.

7.4 Consequences & Survival

- 7.4.1 Termination of this Agreement shall not affect the vested rights of the Parties.
- 7.4.2 Clause 4 (*Non-compete and Non-solicitation Obligations*), Clause 5 (*Confidentiality*), Clause 6 (*Intellectual Property*), Clause 10.3 (*Notices*), Clause 10.7 (*Governing Law & Jurisdiction*) and Clause 10.8 (*Dispute Resolution*) shall survive termination of this Agreement.
- 7.4.3 ***Obligations of the Company.*** Upon the termination of the Employee's employment for any reason under this Agreement, the Company shall pay him (or to his spouse or such other person so nominated by him as his nominee, **any payments due to him in case of termination due to Employee's death**), at the time of such termination, any amounts which are accrued but unpaid through the date of termination under the terms of this Agreement.
- 7.4.4 ***Obligations of Employee.*** All memoranda, notes, records or other documents, made or compiled by the Employee or made available to him during the course of his employment, which contain Confidential Information, shall be handed over to the Company, if in his possession or under his control. Upon **termination of the Employee's employment, the Employee shall relinquish all positions and/or memberships in any body/committee/association to which he/she was appointed by virtue of his employment with the Company.**

8 EMPLOYEE'S REPRESENTATION

The Employee hereby represents, warrants, and confirms that:

- 8.1 he/she has executed and delivered this Agreement as his/her free and voluntary act, after having determined that the provisions contained herein are of benefit to him/her, and that the duties and obligations imposed on him/her hereunder are fair and reasonable and will not prevent him/her from earning a comparable livelihood following the termination of his/her employment with the Company;
- 8.2 he/she has read and fully understood the terms and conditions set forth herein and the benefits and consequences of entering into this Agreement; and
- 8.3 the execution of this Agreement by him/her and performance of his/her obligations, responsibilities and duties hereunder shall not result in the breach of any of his/her obligations, covenants or undertakings (including any professional, statutory, contractual or fiduciary duties or obligations) to any other Person.

9 REMEDIES

- 9.1 The Employee acknowledges that the Company will suffer immediate, material, immeasurable, continuing and irreparable damage and may not have an adequate monetary remedy if the Employee breaches the terms or conditions of this Agreement. The Employee acknowledges that the Company will be entitled to institute and prosecute proceedings in any court of competent jurisdiction to prevent the Employee from violating any contractual or legal obligation or to compel **performance of the Employee's obligations hereunder. Relief of injunction and/or specific performance** shall be in addition to any remedy for damages which the Company may be entitled to.

10 MISCELLANEOUS

- 10.1 Amendments. Except as set forth herein, no amendment to this Agreement shall be binding on the Parties unless such amendment or alteration is in writing and is signed by the Parties.
- 10.2 Entire Agreement. This Agreement constitutes the entire agreement between the Parties in relation to the employment of the Employee.
- 10.3 Notices. Any notice or other communication to be given by one Party to the other pursuant to the Agreement shall be made in writing and signed by or on behalf of the Party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission) and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address set out below) or 5 (five) days after being dispatched in the post, postage prepaid, by registered mail to such Party at its address specified herein or at such other address as such Party may hereafter specify for such purpose. The addresses, email address and fax numbers of the Parties for the purpose of notices are as follows:

(a) Employee: Sridhar J
Address: S/o Janardhan S, #118, 11th Main Road, Near Kurubarahalli Bus Stand, J C Nagar, Mahalakshmiipuram Layout, Bangalore - 560086.
E-mail: isridharjanardhan@gmail.com

(b) Company:
Attention: Mr. Ajit Venkatesh R
Address: 723, Ferns Paradise, Dodannakundi Po, Marathalli, Bangalore 560 037
Fax number: 080-25299177
Email: ajit@meratransport.com

A Party may change or supplement the addresses given above, or designate additional addresses, for purposes of this Clause 10.3, by giving the other Party written notice of the new address in the manner set forth above.

10.4 Severability. If one or more provisions of this Agreement are held to be illegal, invalid or unenforceable under applicable Law, the Parties agree to renegotiate such provision in good faith. In the event the Parties cannot reach a mutually agreeable and enforceable replacement for such provision, then (a) such provision shall be excluded from this Agreement, and (b) the balance of the Agreement shall be interpreted as if such provision were so excluded; The Parties shall nevertheless be under an obligation to negotiate an alternate provision that is as close to the original intent of the Parties and that is valid and effective.

10.5 Counterparts. This Agreement may be executed in 2 (two) counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument.

10.6 Waivers. If at any time any Party shall waive its rights accruing to it, due to breach of any of the provisions of this Agreement, such waiver shall not be construed as continuing waiver of other breaches of the same kind or other provisions of this Agreement. None of the terms of this Agreement shall be deemed to have been waived or altered, unless such waiver or alteration is in writing and is signed by the Parties.

10.7 Governing Law & Jurisdiction. This Agreement shall be governed by and construed in accordance with the laws of India. Subject to Clause 10.8 below, the courts at Bangalore shall have exclusive jurisdiction on the matters arising from or in connection with this Agreement, without regard to the principles of conflicts of laws.

10.8 Dispute Resolution

10.8.1 Notwithstanding anything contained in this Agreement to the contrary, the Parties hereby agree that they intend to discharge their obligations in utmost good faith. The Parties therefore agree that they will, at all times, act in good faith, and make all attempts to resolve all differences, howsoever arising out of or in connection with this Agreement by way of each appointing one nominee/representative being either of chief executive officer, managing director, promoter or manager level who has the authority to take decisions for and on behalf of the relevant Party in relation thereto, who shall **discuss in good faith to resolve the differences (“Amicable Settlement”)**. In case the Amicable Settlement does not resolve the dispute within 30 (thirty) calendar days from the date such differences have arisen or have been referred for Amicable Settlement by either Party to the other(s), it shall be referred to arbitration in accordance with this Clause 10.8.

- 10.8.2 Any dispute, claim or controversy arising under or relating to this Agreement, including without limitation any dispute concerning the existence or enforceability hereof, which have remained unresolved as per Clause 10.8.1 (“**Dispute**”) shall be resolved by arbitration in Bangalore in accordance with the Arbitration and Conciliation Act, 1996 by a tribunal consisting of 3 (three) arbitrators (“**Tribunal**”). The disputing parties will appoint 1 (one) arbitrator and the opposite party will appoint 1 (one) arbitrator and the 2 (two) arbitrators so appointed will jointly choose the third arbitrator.
- 10.8.3 The language of the arbitration shall be English.
- 10.8.4 The Tribunal shall be entitled to award costs of the arbitration. Subject to the aforesaid, each Party to the arbitration shall bear its own expense in relation thereto, including but not limited to such **Party’s attorneys’** fees and the expenses and fees of the Tribunal shall be borne equally by the parties to the Dispute.
- 10.8.5 To the extent practical, decisions of the Tribunal shall be rendered no more than 90 (ninety) days following commencement of proceedings with respect thereto. The Tribunal shall reach and render a reasoned decision in writing.
- 10.8.6 Any arbitration award passed by the Tribunal shall be final, binding and conclusive as to the Dispute. The arbitration award shall be enforced to the maximum extent permitted by Applicable Law and shall as required be entered in the court having jurisdiction pursuant to Clause 10.8.5.

Schedule I

Name of the Employee: Sridhar J
Present Residential Address: S/o Janardhan S, #118, 11th Main Road, Near Kurubarahalli Bus Stand, J C Nagar, Mahalakshimpuram Layout, Bangalore - 560086.

PAN No. : No PAN
E-mail Address: isridharjanardhan@gmail.com
Mobile Number: 8296112861
Appointment Date: 25th February 2019
Designation: Full Stack Developer

Schedule II

Employee shall submit true copies of the following documents to the Company:

- a. 4 Passport Size Photos
- b. Relieving letter & Salary certificates and pay slips from previous employers
- c. All qualification and experience certificates.
- d. Address Proof & ID Proof

Schedule III

Remuneration

| <u>SALARY STRUCTURE</u> | | | | |
|--------------------------------|--------------------------|---|----------------------|------------------|
| Name | | : | Sridhar J | |
| Designation | | : | Full Stack Developer | |
| Department | | : | IT | |
| Date of Joining | | : | 25-Feb-19 | |
| Location | | : | Bangalore | |
| BREAK UP OF THE SALARY | | : | Per Month | Per Annum |
| Salary Sheet | Basic +DA | : | 15,000 | 1,80,000 |
| | HRA | : | 6,500 | 78,000 |
| | Conveyance | : | 1,600 | 19,200 |
| | Medical | : | 1,250 | 15,000 |
| | Others | : | 22,650 | 2,71,800 |
| A | Gross | : | 47,000 | 5,64,000 |
| Liabilities | P.F. | : | 1,950 | 23,400 |
| B | Total Liabilities | : | 1,950 | 23,400 |
| Deductions | P.F. | : | 1,800 | 21,600 |
| | PT | : | 200 | 2,400 |
| C | Total Deductions | : | 2,000 | 24,000 |
| | NET TAKE | : | 45,000 | 5,40,000 |
| D | Total CTC | : | 48,950 | 5,87,400 |

Schedule IV

1. You will initially be on probation for a period of six (6) months from the Commencement Date, after which your performance and conduct will be reviewed and if found to be satisfactory, your appointment will continue on the terms set out in this Agreement. If your performance or conduct is found to be unsatisfactory, the Company may in its sole discretion extend your probation period.
2. You will not be entitled to leave during the Probation period. Leave taken during Probation Period will result in loss of pay
3. During the period of probation, your employment may be terminated by the Company without notice or with notice required by law as then in effect, whichever is greater, or payment of One month salary in lieu of notice.
4. Upon confirmation you will be entitled to 15 days Privileged leave (PL) and 15 days sick leave (SL) every year. PL will be encashable on yearly basis. PL balance will be carried forward and will be encashed beyond 45 days.
5. MTEPL is a service oriented organization hence leave should be taken only with 2 days prior approval. If reason of leave is sickness then Medical certificate should be provided. Leave taken without permission will result in loss of pay.
6. You will retire from the services of MTEPL on completion of 60 Years of your age (as per the date of birth proof); however the management in its sole discretion can permit you to continue thereafter based on requirement or request.
7. You will be required to perform all duties as prescribed by the company from time to time. MTEPL is a service oriented organization, you are required to be punctual and render your best services to our clients while at work.
8. The address given by you while acknowledging this offer shall be the last known address for all official purposes. Any change in your address should be intimated immediately in writing to MTEPL. MTEPL will not be responsible for any lapse on your part in reporting changes in your address.
9. Any liability with respect to income tax arising out of this salary or future revisions in salary will be to your account.
10. MTEPL reserves the right to transfer its employees to any other location based on the needs of the organization, On such transfers, rule applicable will be as per prevailing policies. MTEPL also reserves the right to change the work location to any other branch, unit, and subsidiaries, sister concern of the company or other site either in existence or which may come into existence. In such event, you will be issued a fresh letter informing you of such change.
11. The company will provide you an identity card which should always be carried and displayed.
12. Your appointment is subject to MTEPL having the right to find you to be and remain medically fit, for which you may have to be medically examined by any certified medical practitioner during the period of your service. In case you are found medically unfit to continue with the job, MTEPL reserves to terminate your services any time.
13. If and when information furnished by you in your Application Form regarding your credentials is found to be incorrect or not true, MTEPL reserves the right to terminate your services without any notice or any other benefits that might have accrued to you or take any other action as deemed fit.
14. Your absence from your duty for a continual period of six working days will be treated as wilful absence including when you overstay the period of your sanctioned leave and the same shall make you liable to loose lien on your job and your services may automatically stand terminated without any notice to you.
15. The company will recover accident insurance as per Accident Relief Care Insurance Policy for a maximum cover of Rs 3,00,000/-.

16. MTEPL is a Private Limited Company and the Directors are the sole decision makers and their decision is final in all matters pertaining to the Company. You will be required to maintain discipline during office hours and thereafter while representing the company. You will be required to obey all the rules and regulations promulgated by the Company from time to time.
17. Should an email id or computer be provided to you. You will ensure that MTEPL emailing system and internet will be used for official purposes only and shall abide by the Computer, Email & Internet Usage Rules.
18. Should a mobile phone be provided to you, you shall ensure that you will be accessible and respond to all calls within a reasonable amount of time. Should be strictly used for official purpose and no third party applications and software should be downloaded.
19. You shall be responsible for the charge, care and maintenance of the goods, stores and any other assets / property of the company that you may be entrusted to you and you shall truly and faithfully maintain them in proper form and order.

Schedule V

Job Description

- Responsible for development of new highly-responsive, web-based user interfaces.
- Design and develop high-volume, low-latency applications for mission-critical systems, delivering high-availability and performance.
- Develop high quality user interfaces, services as well as associated unit tests.
- Contribute in all phases of the development lifecycle.
- Work with product team and graphic designers
- Learn and understand user interactions
- Develop a flexible and well-structured front-end architecture, along with the APIs to support it
- Diagnose, research and resolve software defects
- Document and train fellow developers and system users
- Framework development combining deep industry expertise with best-in-breed technologies and support the Open Source community by committing back the improvements.

IN WITNESS WHEREOF, the Parties have entered into this Agreement on the day and year first above written:

Signed and delivered for and on behalf of the
within named **COMPANY**

Signed and delivered by the within named

MERA TRANSPORT EXCHANGE PVT.LTD

AJIT VENKATESH R
DIRECTOR

Employee

Signature



2018-12-80

05 March 2018

PRIVATE & CONFIDENTIAL

To whom it may concern,

Re: Mithun Aadimane A N

AMR21072017/15

**Address: REVA University, Rukmini Knowledge Park Kattigenahalli, Yelahanka, Bangalore 560 064
Karnataka, India.**

This letter is to confirm that **Mithun Aadimane A N** is currently employed at Amazon Development Centre (India) Private Limited.

Mithun Aadimane A N is employed as a **Prod Compliance Sr. Associate** and commenced employment with Amazon on **08 March 2018**.

The above information is given in the strictest confidence and with no liability accepted by the company or any of our employees. This information should not be divulged to any third party without first seeking permission from the respective Amazon entity.

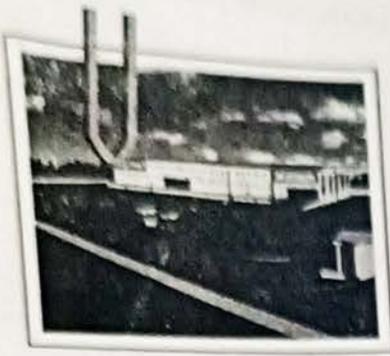
On behalf of

Amazon Development Centre (India) Private Limited

Kind Regards,

Arijit Basu

Sr. Manager, HR Operations – HR Services



The Director
School of Management studies
Reva University
Bangalore

14 December, 2017

To Whomsoever it may concern

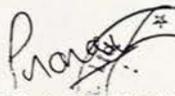
Sub:- Permission letter for internship

Respected Sir/Madam,

This is to certify that MOHAMMED HISHAM-[R15BM135] has been approved by DECATHLON SPORTS INDIA PVT.LTD [ANUBHAVA] to work as an intern towards his project that has been based on their specialization for a period of twelve weeks in our organization.

Thank you

Yours Sincerely


[DIRAJ HEGDE]


DECATHLON

SPORTS INDIA PVT. LTD.

DECATHLON SPORTS INDIA PVT. LTD.

Survey No 78/10, A2 0-Chikkajala Village, Bellary Road, Bangalore- 562157

Phone : +91-7678788888 www.decathlon.in

CIN U72200KA2004PTC033858.



05 March 2018

PRIVATE & CONFIDENTIAL

To whom it may concern,

Re: MOHAMMED IMRAN

AMJ221062017/07

**Address: REVA University, Rukmini Knowledge Park Kattigenahalli, Yelahanka, Bangalore 560 064
Karnataka, India.**

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

MOHAMMED IMRAN is employed as a **Prod Compliance Sr. Associate** and commenced employment with Amazon on **08 March 2018**.

The above information is given in the strictest confidence and with no liability accepted by the company or any of our employees. This information should not be divulged to any third party without first seeking permission from the respective Amazon entity.

On behalf of
Amazon Development Centre (India) Private Limited

Kind Regards,

A handwritten signature in cursive script that reads "Arijit Basu".

Arijit Basu
Sr. Manager, HR Operations – HR Services

jaro education®

2017-18-01

26 Sep. 2017

PRIVATE & CONFIDENTIAL

To whom it may concern,

Dear Mrinal Bhardwaj JAR026 092017(07)

Address: REVA University, Rukmini Knowledge Park Kattigenahalli, Yelahanka, Bangalore
560 064 Karnataka, India.

This letter is to confirm that **Mrinal Bhardwaj** is currently employed at Jaro Education (India) Private Limited.

Mrinal Bhardwaj is employed as a **Business Development Associate** and commenced employment with Jaro education on **03 March 2019**.

The above information is given in the strictest confidence and with no liability accepted by the company or any of our employees. This information should not be divulged to any third party without first seeking permission from the respective Jaro education entity.

On behalf of
Jaro Education (India) Private Limited

PRIVATE & CONFIDENTIAL



To,

Dear Natesh G,

Date: 8 Jan 18

Letter of Intent (LOI)

Subsequent to the meetings between Outsourcepartners International Pvt. Ltd and you, we are pleased to issue a Letter of Intent on the terms set here in.

1. You are being offered the position of **Associate at Band A1**
2. Your date of joining shall be on or before **16th January 2018**
3. The offer is subject to the following conditions;
 - a. Accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date
 - b. You meeting all evaluation criteria in all the trainings.
 - c. Successful drug screening, criminal background and reference check
If any of the above conditions are not met, this LOI/ Employment agreement would be liable to be terminated.
4. On your date of joining, you may be issued a formal Employment Agreement in exchange of this LOI.
5. You shall be based at **Bangalore** but will serve the company or any of its subsidiaries or associated companies in any location within or outside of India.
6. As an employee of the Company, you will receive an annual **CTC (Cost to the Company)** of Rs. **156,600 /-**. This will be payable to you in accordance with the prevailing standard compensation plan of the Company.

Kindly sign and return a copy of this letter as a token of your acceptance.

Yours sincerely,
For Outsourcepartners International Pvt. Ltd.


Nirmal Paramban
Assistant Vice President, Human Resources


I accept the terms and conditions of this offer



ANNEXURE - A

Statement of Compensation and Benefits

| | |
|--------------|------------------|
| Name : | Natesh G |
| Band : | A1 |
| Designation: | Associate |
| Ref: | OPI\BLR\HR\11837 |

| Components of Salary | Monthly | Annual |
|---|---------------|----------------|
| Basic + DA * | 6,525 | 78,300 |
| Basket of Allowances | 5,742 | 68,904 |
| Employers Contribution to PF or Special Allowance | 783 | 9,396 |
| Total Fixed Compensation (A) | 13,050 | 156,600 |

for Outsourcpartners International Pvt. Ltd.


Nirmal Paramban
Assistant Vice President, Human Resources

| | |
|------------|--|
| Accepted : | |
| Name: | |
| Signature: | |
| Date: | |

Internship Proposal

revathi@jwings.in

Tue 28-08-2018 14:00

To: Naveen C <naveen.c@reva.edu.in>;

1 attachments (155 KB)

JD FOR INTERNSHIP.pdf;

 Sir,

Greetings for the Day!!!

J WINGS has vacancies for internship in the area of Finance and Marketing.

Duration of the internship is based on the requirement of the college.

Stipend is provided based on the performance of the candidate during the internship.

Students whom we find are potential and passionate in the desired profile during the internship process will be given a PPO, every student will be taken special care individually and will be evaluated accordingly. Student will be given ratings under different parameters based on their performance which will help to develop them in the areas where they are weak.

Please do find the attachment of JD.

 As discussed, please be kind enough In arranging a free seminar on **Indian, Currency and Commodity Markets** by **Mr. R. Gopala Krishna.(Co-founder, J Wings)**

Enrollment form for internship is in the link below. Please do forward this link to the interested candidates.

<https://goo.gl/forms/X1Ekr9qGcCwyYKhp2>

Thanks & regards,
Revathi.M
Portfolio Manager



Manifest Wealth

From: muraliganesh.k@kotak.com <muraliganesh.k@kotak.com>
Sent: 18 January 2018 12:22:31
To: Naveen C
Cc: mohammedtanveer.n@kotak.com; SrinivasaRao.Boyina@kotak.com
Subject: Requirement of Sales Manager - CC SP, Kotak Mahindra Bank

Hi Mr. Naveen,

PFB the details as discussed. Plz inform the candidates accordingly and fix a drive on coming Monday (22nd Jan) at 10.00 AM.
I will connect you over phone for further details.

Designation: Sales Manager
Division: Credit Cards – Structured Products
Location: Bangalore & Chennai. (We have requirements at Delhi, Mumbai & Pune too if candidates are interested).
Grade: M1 (Assistant Manager)
CTC: 2.75 lacs
No of requirements: 10 each.

Job Role:

Sales & Business Development Function:

- To Source Platinum and Signature Credit Cards from Open market and Cross Sell to HNI customers.
- Sourcing HNI customers via major corporates (CAT "A" companies)
- Revenue generation through Paid cards & VAS
- Co-ordinate with Branches & Channel Partners for acquiring customers for cards.
- Maintain Sourcing mix to enable better approval rates.
- Take care of activation rates for Cards.

Job Requirements:

- Detail orientation & process discipline
- Interpersonal skills
- Persuasive and Empathetic
- Warm & Approachable
- Ability to connect with clients at various levels
- Analytical and financial skills
- Strong communication
- Strong oral and written communication skills with eye for detail.
- Good Organizational Discipline

Thanks & Regards,

Murali Ganesh | Human Resources- Talent Acquisition

Kotak Mahindra Bank Ltd.

No.22, M G Road,

Bangalore - 560001

Mobile: (0)7625014322

Direct: 080 25005000 (Extn : 2039)



Design
Innovative
Diverse
Values

Joy to spread, knowledge to impart
RED flows through every heart.

Making a difference is humanly possible. Think before you print.



Offer: Computer Consultancy
Ref: TCSL/CT20172238783/Bangalore
Date: 10/01/2018

Ms. R Navyashree
#42Bsf,Stc Road,
Reva Circle,
Bengaluru-560063,
Karnataka.
Tel# -

Dear R Navyashree,

Sub: Letter of Offer

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

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

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

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

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

TCS Confidential
TCSL/CT20172238783

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



COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to 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 ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Conveyance Allowance

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

3. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or 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.

4. Sundry Medical Reimbursement

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



5. Personal Allowance

You will be eligible for a monthly personal allowance of of ₹6,270/- per month. This component is subject to review and may change as per TCSL's compensation policy.

6. 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 Initial Learning Programme.

CITY ALLOWANCE

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



OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹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.

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TCSL/CT20172238783

4

TATA CONSULTANCY SERVICES

WYDEHI 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



Loans

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

Professional Memberships

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

RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

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

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



2. Disclaimer

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

3. Training Period

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

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

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

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

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

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



6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

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

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.



11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

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

13. TATA Code of Conduct

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

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

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



15. Retirement

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

16. Pre-employment Medical Certificate

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

17. Employment of Non Indian Citizens

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

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

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

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



*There is no disciplinary case pending against you in the university

*If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

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

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

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

21. Letter of Appointment

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

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.



Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCSL Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

| | |
|-----------------------|---|
| Name | R Navyashree |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|----------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 10,200 | 1,22,400 |
| Bouquet Of Benefits # | 13,000 | 1,56,000 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,224 | 14,688 |
| Gratuity | 490 | 5,887 |
| Total of Annual Components & Retirals | 1,715 | 28,475 |
| Retention Incentive | NA | 0 |
| TOTAL GROSS | 27,415 | 3,36,875 |

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

| Component Category | Monthly | Annual |
|----------------------------------|----------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Conveyance Allowance | 800 | 9,600 |
| Leave Travel Assistance | 850 | 10,200 |
| Sundry Medical Reimbursement | 500 | 6,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 6,270 | 75,240 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |



Annexure 2

Regional Offices

| | |
|--|---|
| <p>Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601</p> | <p>Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114</p> |
| <p>Chennai Lead- Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555</p> | <p>Delhi Lead-Talent Acquisition Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735</p> |
| <p>Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222</p> | <p>Kolkata Lead-Talent Acquisition TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003</p> |
| <p>Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001</p> | <p>Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190</p> |
| <p>Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107</p> | <p>Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499</p> |



Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.



2. Retainer/Consultant's Obligations

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of Retainer/Consultant-ship, the Retainer/Consultant agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

The Retainer/Consultant agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and the Retainer/Consultant hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests the Retainer/Consultant may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.



4. Prior knowledge

The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines

The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Retainer/Consultant's Rights

The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.



9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.

PRIVATE & CONFIDENTIAL



To,

Dear Nayan,

Date: 8 Jan 18

Letter of Intent (LOI)

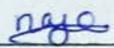
Subsequent to the meetings between Outsourcepartners International Pvt. Ltd and you, we are pleased to issue a Letter of Intent on the terms set here in.

1. You are being offered the position of **Associate at Band A1**
2. Your date of joining shall be on or before **16th January 2018**
3. The offer is subject to the following conditions;
 - a. Accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date
 - b. You meeting all evaluation criteria in all the trainings.
 - c. Successful drug screening, criminal background and reference checkIf any of the above conditions are not met, this LOI/ Employment agreement would be liable to be terminated.
4. On your date of joining, you may be issued a formal Employment Agreement in exchange of this LOI.
5. You shall be based at **Bangalore** but will serve the company or any of its subsidiaries or associated companies in any location within or outside of India.
6. As an employee of the Company, you will receive an **annual CTC (Cost to the Company)** of **Rs. 156,600 /-**. This will be payable to you in accordance with the prevailing standard compensation plan of the Company.

Kindly sign and return a copy of this letter as a token of your acceptance.

Yours sincerely,
For Outsourcepartners International Pvt. Ltd.

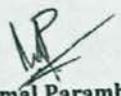

Nirmal Paramban
Assistant Vice President, Human Resources


I accept the terms and conditions of this offer



ANNEXURE - A

Statement of Compensation and Benefits

| | | |
|---|------------------|----------------|
| Name : | Nayan | |
| Band : | A1 | |
| Designation: | Associate | |
| Ref: | OPI\BLR\HR\11840 | |
| Components of Salary | Monthly | Annual |
| Basic + DA * | 6,525 | 78,300 |
| Basket of Allowances | 5,742 | 68,904 |
| Employers Contribution to PF or Special Allowance | 783 | 9,396 |
| Total Fixed Compensation (A) | 13,050 | 156,600 |
| for Outsourcepartners International Pvt. Ltd. | | |
|  | | |
| Nirmal Paramban Assistant Vice President, Human Resources | | |
| Accepted : | | |
| Name: | | |
| Signature: | | |
| Date: | | |



January 5th, 2018

OP/BLR/HR/11831

Ms. Netravathi M
81, SVB PG Vyalikaval Layout, 1st Main
2nd Cross, Manyata Tech Park
Bangalore - 560045

FIXED TERM EMPLOYMENT AGREEMENT

Dear Netravathi M,

Further to the recent meetings and discussions you had with us, we are now pleased to offer you a fixed term appointment with **Outsourcepartners International Private Limited** ("the Company") to the position of **Associate** on the terms and conditions set out herein after:

1. FIXED TERM EMPLOYMENT

1.1 The Fixed Term Employment shall commence on **5th January 2018**.

1.2 The Fixed Term Employment, unless terminated in accordance with clause 11, shall continue for a fixed period/term until April 2018 when it shall terminate automatically without any notice from either party. This fixed term employment agreement and your fixed term employment shall automatically end on **30th April 2018**.

1.3 Your employment with the Company is subject to:

- (i) The accuracy of the testimonials and information provided by you; the Company will get verified the personal and employment details provided, either internally or through any external agency engaged by the Company.
- (ii) Your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date;
- (iii) On our receiving two satisfactory references; and
- (iv) If so asked by the Company, your disclosing on your own behalf and, if married, on your spouse's behalf full details of any external directorships held and any personal business interests including partnerships, shareholdings and trusteeships; involvement in any other business ventures involving unlimited liability; personal liabilities in connection with business activities; and involvement in other positions external to the Company and acceptance by the Company of those external interests.
- (iv) If you breach any of the aforesaid conditions, this offer shall stand revoked automatically (whether you have accepted it or not) and, if you have already commenced employment with the Company, such employment will automatically terminate without giving you any claim for compensation or damages, but without prejudice to the Company's rights and/or remedies against you.



Appendix I

Statement of Compensation and Benefits

| | | |
|--|------------------|----------------|
| Name : | Netravathi M | |
| Band : | AI | |
| Designation: | Associate | |
| Ref: | OPI\BLR\HR\11831 | |
| Components of Salary | Monthly | Annual |
| Basic + DA * | 6,525 | 78,300 |
| Basket of Allowances | 5,742 | 68,904 |
| Employers Contribution to PF or Special Allowance | 783 | 9,396 |
| Total Fixed Compensation (A) | 13,050 | 156,600 |
| for Outsourcepartners International Pvt. Ltd. | | |
|  Nirmal Paramban Assistant Vice President – Human Resources | | |
| Accepted : | | |
| Name | | |
| Signature | | |
| Date | | |



#15, 3rd Main, 3rd Cross, Maruthi Nagar, Shreyas colony, JP Nagar 7th Phase - 560078

To,
The Placement Officer
REVA University
Bangalore - 560064

Date: 15th March, 2018

Respected Sir,

We are pleased to inform you that our company has successfully completed the recruitment process for the current academic year at your esteemed institution. We are happy to announce that we have identified some exceptional talent and would like to extend job offers to the selected students. The roles and the students selected against each role along with the compensation break up is as under:

I. Process Executive Role

| Sl. No | Name | Role | CTC in LPA |
|--------|---------------------|-------------------|------------|
| 1 | Abhishek B R | Process Executive | 2.8 |
| 2 | Bindu S M | Process Executive | 2.8 |
| 3 | C Sai Prathik Reddy | Process Executive | 2.8 |
| 4 | C Sumanjali | Process Executive | 2.8 |
| 5 | Hema B R | Process Executive | 2.8 |
| 6 | Kavya V | Process Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Process Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

II. Sales Trainee L & D

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------------------------|-------------------|------------|
| 1 | Pinaki Lalit Agarwal | Sales trainee-L&D | 2.4 |
| 2 | Poojarani | Sales trainee-L&D | 2.4 |
| 3 | Rohith M Nayak | Sales trainee-L&D | 2.4 |
| 4 | Shruti | Sales trainee-L&D | 2.4 |
| 5 | Siddanthi Narasimham Vikram Simha | Sales trainee-L&D | 2.4 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Sales Trainee L & D | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 144000 |
| 2 | House Rent Allowance | 57600 |
| 3 | Special Allowance | 38400 |
| 4 | Total Compensation | 240000 |

III. Verbal Trainer

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------|----------------|------------|
| 1 | J Kalyan Kumar | Verbal Trainer | 2.8 |
| 2 | Kavya Patil | Verbal Trainer | 2.8 |
| | | | |
| 4 | Rohan Nagaraj Kora | Verbal Trainer | 2.8 |
| 5 | Saquib Shaik | Verbal Trainer | 2.8 |
| 6 | Sharada N.S | Verbal Trainer | 2.8 |
| 7 | Swathi K V | Verbal Trainer | 2.8 |
| 8 | Ankitha B C | Verbal Trainer | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Verbal Trainer | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

IV. Marketing Associate

| Sl. No | Name | Role | CTC in LPA |
|--------|-----------------------|---------------------|------------|
| 1 | Manikandan R | Marketing Associate | 2.6 |
| 2 | Manjula Venkateswarlu | Marketing Associate | 2.6 |
| 3 | Manjunath Teja N | Marketing Associate | 2.6 |
| 4 | Manoj H E | Marketing Associate | 2.6 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Marketing Associate | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 156000 |
| 2 | House Rent Allowance | 62400 |
| 3 | Special Allowance | 41600 |
| 4 | Total Compensation | 260000 |

V. Business Development Specialist

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|---------------------------------|------------|
| 1 | ANUSHA V | Business Development Specialist | 2.8 |
| 2 | Ibrahim Mohamed Omar | Business Development Specialist | 2.8 |
| 3 | KRUTHIKA M R | Business Development Specialist | 2.8 |

| Compensation Break up | | |
|-----------------------|---------------------------------|-----------------|
| Position | Business Development Specialist | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |
| | | |

VI. Training Relationship Manager

| Sl. No | Name | Role | CTC in LPA |
|--------|---------------------------------------|------------------------------|------------|
| 1 | Kiran M | Trainee Relationship Manager | 3 |
| 2 | Poornima S | Trainee Relationship Manager | 3 |
| 3 | Pradeep Kumar | Trainee Relationship Manager | 3 |
| 4 | Rahul Koudal | Trainee Relationship Manager | 3 |
| 5 | Ranjith S D | Trainee Relationship Manager | 3 |
| 6 | Alam Nikesh | Trainee Relationship Manager | 3 |
| 7 | Amulya T C | Trainee Relationship Manager | 3 |
| 8 | Chejarla Venkata Vidya Sagar Reddy | Trainee Relationship Manager | 3 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Trainee Relationship Manager | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 180000 |
| 2 | House Rent Allowance | 72000 |
| 3 | Special Allowance | 48000 |
| 4 | Total Compensation | 300000 |

VII. Branding Executive

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|--------------------|------------|
| 1 | Bandee Vamsi Krishna | Branding Executive | 2.8 |
| 2 | Bhimesh | Branding Executive | 2.8 |
| 3 | Charchitha N Behura | Branding Executive | 2.8 |
| 4 | Kumar V | Branding Executive | 2.8 |
| 5 | Megha R | Branding Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Branding Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

We have reviewed their academic records, conducted thorough interviews, and are confident that they possess the necessary skills and qualities required to contribute to our company's success.

We will be sharing the individual offer letters for each of the selected candidates with copies marked to you.

We request you to kindly inform us about their examinations and the expected date they will be able to join our organization. We will plan their joining dates accordingly.

We would like to express our gratitude to you and your team for your cooperation and support throughout the recruitment process. It has been a pleasure working with your institution, and we hope to continue this partnership in the future.

Thank you once again for your valuable assistance.

Yours Sincerely,

For Bizotic Talent Solutions Private Limited

Ramyashree S



Ramyshree S
Head of Finance & Operations

College/Institute Name: REVA UNIVERSITY

Date: 11-01-2018

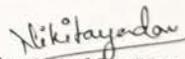
Subject: Expression of Interest - Campus

Dear NIKITA YADAV,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of <REP OPERATIONS> provided you successfully complete your graduation and fulfill other requirements. This letter is intended only as an overview of the potential offer from **Concentrix Daksh Services India Private Limited** (hereinafter, 'Concentrix'/ 'Company'). The detailed terms and conditions of employment will be contained in an Appointment letter (if any), which may be issued by the Company and may contain additional provisions to those herein.

1. Your initial place of work shall be at the company's discretion and can be at any Concentrix locations.
2. You will be required to bring the following documents at the time of joining: (i) the Original copy of this letter, (ii) the Originals and 2 set of photocopies of the documents mentioned in Mandatory Document Checklist.
3. This Expression of Interest shall remain valid for a period of 30 days from the date of your Final Examination. Considering the candidature beyond the 30 day period would be as per the requirement in the organization.

On submission of the above-mentioned documents, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining. If any information furnished by you in your application or during the selection process is found to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may withdraw this expression of interest without any notice. We encourage you to contact us at campusplacements@concentrix.com at least a week prior to your coming to our office.


Signature of Candidate

CNX/REC/ART/AGHR/EOI/4.0

Concentrix Daksh Services India Private Limited

DLF SEZ, Building No. 14, Tower-C, 17th Floor, DLF Cyber City, DLF Phase-2, Gurgaon - 122 002, India
91 124 463 5100 • 91 124 426 3311 (fax)

Registered Address: R Cube, Suite Nos - 06 & 07, Lower Ground Floor Level, Shivaji Stadium Metro Station,
Airport Express Line, New Delhi - 110001, India
91 11 4701 6288

TCI EXPRESS

LEADER IN EXPRESS

15th June 2018

TCIEXP/HRD/XCRP/RC00757/2018
Mr. Nilavathi A G,
S/o Mr. Gurumurthy Reddy A M,
Maluru Talluk, Ahanya, Kolar,
Karnataka - 563139.
Ph. No. +91 7996394454

Subject: Offer of Appointment

Dear Nilavathi A G,

With reference to your candidature and subsequent interview you had with us, we are pleased to offer you appointment in the services of the company as **Deputy Sales Officer (DSO)** effective from **20th June 2018** on mutually agreed terms and conditions.

Your initial place of posting will be at our **TCI Express Bangalore Region Office**. You are required to report to **Mr. Piush Chachan, Regional Head-Bangalore**. In addition, your functional reporting would be to **Mr. Manish Jain, AVP-Sales & Marketing, TCI Express Corporate office**.

Detailed appointment letter shall be given to you on your reporting.

Please submit following documents at the time of joining.

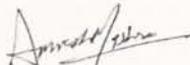
1. Photocopy of all education certificates along with original certificates
2. Experience certificates, if applicable
3. Relieving letter from your present employer, if applicable
4. 3 passport size photographs
5. 2 references letter from persons of repute on non-judicial stamp of Rs.10/- along-with a photocopy of their photo ID proof
6. Voter ID Card copy/ Passport Copy/ Driving License Copy
7. Copy of Aadhar Card
8. Copy of passbook of Bank A/c in State Bank of India/ HDFC Bank

This offer letter is subject to verification of antecedent & documents submitted by you. All the above-mentioned documents must be submitted on the day of joining. The originals of each document must be carried for verification, wherever applicable. This offer & appointment shall stand cancelled in-case of unsuccessful verification at any point of your employment.

You are requested to report for joining along with above documents on **19th June 2018 at 10.00 AM at 11 Mile, Tumkur Road, Madhavara Post, Near Bangalore International Exhibition Center, TCI Compound, Nelamangala Taluk, Bangalore – 562123, Phone No:- 8884011755**.

Should you fail to report for joining as mentioned above, the offer for employment shall stand cancelled without making further reference in this regard, which may please be noted.

You are requested to carefully read the **Annexure II** containing information about your joining & Induction.


Amresh Mishra

Nilavathi A G

TCI Express Limited

CIN: L62200TG2008PLC061761

Corporate Office: TCI House, Plot No. 69, Sector 32, Institutional Area, Gurugram - 122001, India
Tel: +91-124-2384090-94 • Email: info@tcipress.in • Website: www.tcipress.in

Registered Office: Flat Nos. 306 & 307, 1-8-273, Third Floor, Ashoka Bhoopal Chambers, S P Road, Secunderabad - 500003 - Tel: +91 40 27840104

A TCI Company

TCI EXPRESS

LEADER IN EXPRESS

(ANNEXURE-1: CTC DETAILS)

| Category-E | Amount(Rs.) |
|--|-------------|
| Basic Salary | 10,250 |
| Dearness Allowance | 1,000 |
| House Rent Allowance (40% of Basic+ DA) | 4,500 |
| Regular Bonus *(As per Act) | |
| Provident Fund (12% of Basic) | 1,350 |
| Group Personal Accident Insurance | 19 |
| ESI Company(4.75% of Basic+ DA+ HRA) | 748 |
| Gratuity | 541 |
| TOTAL | 2,658 |
| Monthly CTC | 18,408 |
| Gross salary per month | 15,750 |
| Gross salary per annum | 189,000 |
| Per Annum CTC | 220,896 |

* As per Bonus act you would be eligible for bonus. It would be paid to you as per State Minimum wage or bonus ceiling, whichever is higher. It could fluctuate in a year as per the said rule of Bonus Act.

Nilavathi A G

SIGNATURE

TCI Express Limited

CIN: L62200TG2008PLC061781

Corporate Office: TCI House, Plot No. 69, Sector 32, Institutional Area, Gurugram - 122001, India

Tel: +91-124-2384090-94 - Email: info@tcixpress.in - Website: www.tcixpress.in

Registered Office: Flat Nos. 306 & 307, 1-B-273, Third Floor, Ashoka Bhoopal Chambers, S P Road, Secunderabad - 500003 - Tel: +91 40 27840104

A TCI Company

CSE



APPOINTMENT LETTER

March 13, 2018

Mr. Niranjan Venkatraman Dhooli
#3/4, Maruthi Nilaya, 2nd Main,
3Rd Block, Goraguntepalya,
Bengaluru - 560022

Dear Niranjan Venkatraman Dhooli,

Welcome to Wipro Limited ('Wipro') and congratulations on your appointment as **Project Engineer**.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining unless otherwise communicated in writing by the company.
- b. You will be on probation for a period of 12 months from the date of the appointment. On completion of the Probationary period, your appointment will be confirmed and communicated to you in writing. Unless confirmation is communicated in writing, the probation period is deemed extended.
- c. The retirement age is 58 years.
- d. You may be transferred in such capacity as Wipro may from time to time determine to any other location, department, function, establishment, or branch of Wipro or subsidiary, associate or affiliate of Wipro. In such case you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Wipro locations in India to suit customer time including on 24x7 basis. You agree to operate from any of these locations and in any of the shifts, including night shift, as may be decided by Wipro keeping in mind business needs and deliverables to customers.
- f. This letter of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by Wipro for your role, and you successfully completing the pre-joining assessment based on the training module, in the prescribed format and time frame as informed to you.
- g. Kindly ensure you submit the second copy of the appointment letter signed by you on the day of reporting for work.

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III titled Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the management.

Registered Office:

Wipro Limited T : +91 (80) 2844 0011
Doddakannelli F : +91 (80) 2844 0054
Sarjapur Road E : info@wipro.com
Bengaluru 560035 W : wipro.com
India C : L32102KA1945PLC020800

7314096



ANNEXURE III
SALARY OFFER SHEET

Name : Niranjan Venkatraman Dhooli

Position : Project Engineer

Career Group: TRB - II

a. You shall receive salary as detailed below.

| COMPONENT | AMOUNT (INR) |
|---|----------------|
| Basic | 9,340 |
| HRA | 4,670 |
| Commutation Allowance | 1,600 |
| Bonus | 1,870 |
| Wipro Benefits Plan (WBP) | 5,630 |
| Additional allowance | - |
| Total Fixed Cash | 23,110 |
| PF (Employer Contribution) | 1,121 |
| Gratuity | 496 |
| Total Fixed Compensation | 24,727 |
| Other Compensation Benefits | |
| Health benefit (Medical) | 600 |
| Variable Pay | |
| Target Variable Pay | 1,340 |
| Target Cost to Company per month | 26,667 |
| Total Cost to Company per annum | 320,004 |

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

b. Depending on your performance during the online pre-joining assessment program, in the event you fall under Performance Category - 1, i.e. you are amongst top 30% of the candidates, your total cost to company per annum shall stand revised to INR 3,30,000 in the salary structure under (a) above.

Registered Office:

Wipro Limited T : +91 (80) 2844 0011
Doddakannelli F : +91 (80) 2844 0054
Sarjapur Road E : info@wipro.com
Bengaluru 560 035 W : wipro.com
India C : L32102KA1945PLC020800

CSE

1st December 2017

COVERING LETTER

To,

Mr. Niranjan Venkatraman Dhooli
No.3/4, Maruthi Nilaya,
2nd Main, 3rd Block,
Gorguntepalya, Bangalore North,
Karnataka, PIN: 560022

Dear Niranjan Venkatraman Dhooli,

We are pleased to forward your Appointment Letter and would like to formally welcome you to join the growing family of **Valtech India Systems Private Limited** (hereinafter referred to as Company, where the context so requires).

We are sure that you have had opportunities to understand in detail your job, the organization, etc. We would be glad to provide any further clarification, if any.

You are required to report for duty at our Bangalore Office. The address and contact number is as follows:

Address: **Valtech India Systems Private Ltd.**
30/A, 1st Main Road, Industrial Suburb,
3rd Phase, JP Nagar, Bangalore 560 068.
Ph: 080 - 2607 9999

We are in the process of building an Organization, where professionals would find full satisfaction of a challenging job and an interesting working environment. In this connection, we welcome your contributions too.

Kindly return the duplicate copy of the Appointment letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial long association with you.

Yours truly,
For **Valtech India Systems Private Limited**,

Ramachandra Kodi
Head - Human Relations

ANNEXURE - B

SALARY BREAK UP

| COMPONENTS | Per Month (INR) | Per Annum (INR) |
|--|-----------------|-----------------|
| Total Base Salary (A+B) | 23,379 | 2,80,549 |
| A.Total Fixed Salary | 16,529 | 1,98,346 |
| A1. Basic | 10,521 | 1,26,247 |
| A2. HRA | 4,208 | 50,499 |
| A3. Provident Fund (Employer Contribution) | 1,800 | 21,600 |
| B.Total Flexible Pay | 6,850 | 82,203 |
| C. Medical Insurance Premium* | | 5,295 |
| D. Gratuity | | 6,070 |
| E. Statutory Bonus | | 16,800 |
| Total Annual Cost To Company (CTC) (A+B+C+D+E) | | 3,08,714 |

| Flexible Pay Upper Limits | | |
|--|-----------|-----------|
| COMPONENTS | Per Month | Per Annum |
| B1. Medical | 1,250 | 15,000 |
| B2. Telephone | 3,000 | 36,000 |
| B3. Training | 2,500 | 30,000 |
| B4. Children's Education Allowance | 200 | 2,400 |
| B5(a). Conveyance Allowance | 1,600 | 19,200 |
| B5(b). Fuel Charges (4W) (upto 1.6L CC) | 1,800 | 21,600 |
| B5(c). Fuel Charges (4W) (more than 1.6L CC) | 2,400 | 28,800 |
| B6. LTA | 5,000 | 60,000 |
| Total Flexi Limits | 14,350 | 1,72,200 |

Flexible Pay Salient Features:

- Flexible Pay is a part of your salary.
- Flexible Pay would be paid to you subject to the Upper Limits, if you Declare and Claim the same, along with relevant supporting documents, as per stipulated process. Such amount would not attract tax.
- If you do not Declare for Flexible Pay, your eligible Flexible Pay amount will be taxed and paid to you along with Monthly Salary.
- If you Declare and then do not Claim your Flexible Pay, the said Flexible Pay amount will be taxed and paid to you at the end of the financial year.



ECE

Offer: Computer Consultancy
Ref: TCSL/CT20172238238/Bangalore
Date: 10/01/2018

Mr. Nisar Baig Mohammed
#73,5th B Cross,5th Main, Kuvempu Nagar, Kattiganehalli,Yelahanka,
All Mar,
Bengaluru-560064,
Karnataka.
Tel# -

Dear Nisar Baig Mohammed,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,875/- per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/CT20172238238

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



GROSS SALARY SHEET

Annexure 1

| | |
|----------------|--|
| Name | Nisar Baig Mohammed |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|---------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 10,200 | 1,22,400 |
| Bouquet Of Benefits # | 13,000 | 1,56,000 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,224 | 14,688 |
| Gratuity | 490 | 5,887 |
| Total of Annual Components & Retirals | 1,715 | 28,475 |
| Retention Incentive | NA | 0 |
| TOTAL GROSS | 27,415 | 3,36,875 |

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

| Component Category | Monthly | Annual |
|----------------------------------|---------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Conveyance Allowance | 800 | 9,600 |
| Leave Travel Assistance | 850 | 10,200 |
| Sundry Medical Reimbursement | 500 | 6,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 6,270 | 75,240 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |

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TCSL/CT20172238238

TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India

Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai-400 021

TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com



Offer: Computer Consultancy
Ref: TCSL/CT20172238238/Bangalore
Date: 10/01/2018

Mr. Nisar Baig Mohammed
#73,5th B Cross,5th Main, Kuvempu Nagar, KattiganehalliYelahanka,
All Mart,
Bengaluru-560064,
Karnataka.
Tel# -

Dear Nisar Baig Mohammed,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to 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 ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Conveyance Allowance

You will be eligible for a conveyance allowance of ₹800/- per month.

3. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or 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.

4. Sundry Medical Reimbursement

You will be eligible for reimbursement of sundry medical expenses incurred by you for you and your family. You are eligible for ₹6,000/- per annum or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail tax benefit you may submit medical bills for the same at the end of each calendar quarter. At the end of the financial year, the unavailed amount will be taxable.



5. Personal Allowance

You will be eligible for a monthly personal allowance of of ₹6,270/- per month. This component is subject to review and may change as per TCSL's compensation policy.

6. 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 Initial Learning Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.



OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹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.

TCS Confidential

TCSL/CT20172238238

4

TATA CONSULTANCY SERVICES

WYDEHI 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



Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expense-s towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.



2. Disclaimer

Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.



6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.



11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.



15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Permanent Account Number (PAN) Card
You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
- An affidavit/notarised undertaking stating:
*There is no criminal offence registered/pending against you



*There is no disciplinary case pending against you in the university

*If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) at our offices, as identified, for such period as TCSL may decide. The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.



Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCSL Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

| | |
|-----------------------|---|
| Name | Nisar Baig Mohammed |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|----------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 10,200 | 1,22,400 |
| Bouquet Of Benefits # | 13,000 | 1,56,000 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,224 | 14,688 |
| Gratuity | 490 | 5,887 |
| Total of Annual Components & Retirals | 1,715 | 28,475 |
| Retention Incentive | NA | 0 |
| TOTAL GROSS | 27,415 | 3,36,875 |

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

| Component Category | Monthly | Annual |
|----------------------------------|----------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Conveyance Allowance | 800 | 9,600 |
| Leave Travel Assistance | 850 | 10,200 |
| Sundry Medical Reimbursement | 500 | 6,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 6,270 | 75,240 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |



Annexure 2

Regional Offices

| | |
|--|---|
| <p>Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601</p> | <p>Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114</p> |
| <p>Chennai Lead- Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555</p> | <p>Delhi Lead-Talent Acquisition Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735</p> |
| <p>Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222</p> | <p>Kolkata Lead-Talent Acquisition TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003</p> |
| <p>Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001</p> | <p>Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190</p> |
| <p>Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107</p> | <p>Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499</p> |



Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.



2. Retainer/Consultant's Obligations

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of Retainer/Consultant-ship, the Retainer/Consultant agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

The Retainer/Consultant agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and the Retainer/Consultant hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests the Retainer/Consultant may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.



4. Prior knowledge

The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines

The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Retainer/Consultant's Rights

The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.



9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.



ECE

Offer: Computer Consultancy
Ref: TCSL/CT20172238283/Bangalore
Date: 10/01/2018

Ms. Nishitha P
#254th Cross,3rd Main,
Bda Layout,
Bangalore-560072,
Karnataka.
Tel# 91-9036813811

Dear Nishitha P,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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TCSL/CT20172238283

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



GROSS SALARY SHEET

Annexure 1

| | |
|----------------|--|
| Name | Nishitha P |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|---------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 10,200 | 1,22,400 |
| Bouquet Of Benefits # | 13,000 | 1,56,000 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
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| 4) Annual Components/Retirals | | |
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| Retention Incentive | NA | 0 |
| TOTAL GROSS | 27,415 | 3,36,875 |

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

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| House Rent Allowance | 4,080 | 48,960 |
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| Leave Travel Assistance | 850 | 10,200 |
| Sundry Medical Reimbursement | 500 | 6,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 6,270 | 75,240 |
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TCSL/CT20172238283

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 Career Service Line: 1800 209 3111 Email: careers@tcs.com



Offer: Computer Consultancy
Ref: TCSL/CT20172238283/Bangalore
Date: 10/01/2018

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Bangalore-560072,
Karnataka.
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Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to 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 ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Conveyance Allowance

You will be eligible for a conveyance allowance of ₹800/- per month.

3. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or 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.

4. Sundry Medical Reimbursement

You will be eligible for reimbursement of sundry medical expenses incurred by you for you and your family. You are eligible for ₹6,000/- per annum or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail tax benefit you may submit medical bills for the same at the end of each calendar quarter. At the end of the financial year, the unavailed amount will be taxable.



5. Personal Allowance

You will be eligible for a monthly personal allowance of of ₹6,270/- per month. This component is subject to review and may change as per TCSL's compensation policy.

6. 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 Initial Learning Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.



OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹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.

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TATA CONSULTANCY SERVICES

WYDEHI 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



Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expense-s towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.



2. Disclaimer

Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.



6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.



11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.



15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Permanent Account Number (PAN) Card
You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
- An affidavit/notarised undertaking stating:
*There is no criminal offence registered/pending against you



*There is no disciplinary case pending against you in the university

*If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) at our offices, as identified, for such period as TCSL may decide. The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.



Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCSL Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

| | |
|-----------------------|---|
| Name | Nishitha P |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|----------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 10,200 | 1,22,400 |
| Bouquet Of Benefits # | 13,000 | 1,56,000 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,224 | 14,688 |
| Gratuity | 490 | 5,887 |
| Total of Annual Components & Retirals | 1,715 | 28,475 |
| Retention Incentive | NA | 0 |
| TOTAL GROSS | 27,415 | 3,36,875 |

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

| Component Category | Monthly | Annual |
|----------------------------------|----------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Conveyance Allowance | 800 | 9,600 |
| Leave Travel Assistance | 850 | 10,200 |
| Sundry Medical Reimbursement | 500 | 6,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 6,270 | 75,240 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |



Annexure 2

Regional Offices

| | |
|--|---|
| <p>Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601</p> | <p>Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114</p> |
| <p>Chennai Lead- Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555</p> | <p>Delhi Lead-Talent Acquisition Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735</p> |
| <p>Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222</p> | <p>Kolkata Lead-Talent Acquisition TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003</p> |
| <p>Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001</p> | <p>Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190</p> |
| <p>Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107</p> | <p>Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499</p> |



Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.



2. Retainer/Consultant's Obligations

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of Retainer/Consultant-ship, the Retainer/Consultant agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

The Retainer/Consultant agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and the Retainer/Consultant hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests the Retainer/Consultant may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.



4. Prior knowledge

The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines

The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Retainer/Consultant's Rights

The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.



9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.

2018-18 + 19 120



Corp Office: Unit No.101, B-9, K Raheja Mind space IT Park, Madhapur, Hyderabad -500 081 • Ph. +91 40 40072112 • www.neudesic.com

18 December 2018

Nithinkumar P

Employment offer

Dear Nithinkumar P, NDSC18122518107

We are very happy that you have approached us, "Neudesic" for employment. As a result of our recent discussions and after careful consideration, we would like to extend an offer of employment to you as **Associate Consultant** if you choose to accept this offer before **20 December 2018**. Your date of joining would be on or before 31 December 2020 and will be intimated to you after the successful completion of your current educational program. The compensation and terms of employment are set forth below:

Your compensation will be **INR 360000/- per annum**, (compensation structure given in Annexure I), less taxes and deductions as applicable by the Govt. of India for all required withholdings, and paid in accordance with the Company's normal payroll procedures. Your compensation will be paid monthly basis.

Our work culture is informal and we try to encourage self-motivated individuals. We will try and make every effort to ensure that you have an atmosphere that brings out the best in you. As a responsible employee, you would be required to work not less than 45 hours per week. As a company employee, you will be required to follow the corporate rules and policies. You may not disclose confidential company information to unauthorized third parties.

We have prepared a formal Employment Agreement for your review and acceptance which details the complete terms of your employment with Neudesic available in Annexure II. This letter and the Employment Agreement form the complete and exclusive statement of employment between you and the Company. These employment terms supersede any other agreements, understandings, promises, or communications, written or oral, by or on behalf of the Company. The terms and conditions of your employment will be in accordance with the Company's policies and procedures which you are required to peruse before joining.

If you choose to accept this offer of employment, please revert to our mail within 2 days confirming your acceptance. We hope you accept this offer and we look forward to working with you.

Sincerely,

Ishita Panda
Manager, Human Capital Management
Neudesic Technologies Private Limited

EMPLOYEE STATEMENT:

I agree with and accept the terms set forth in this letter.

Print Name

Signature

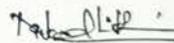
Date

College/Institute Name: REVA UNIVERSITYDate: 11/01/2018**Subject: Expression of Interest - Campus**Dear NIVEDHITHA SRAJI,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of < REP-OPERATIONS provided you successfully complete your graduation and fulfill other requirements. This letter is intended only as an overview of the potential offer from **Concentrix Daksh Services India Private Limited** (hereinafter, 'Concentrix/' 'Company'). The detailed terms and conditions of employment will be contained in an Appointment letter (if any), which may be issued by the Company and may contain additional provisions to those herein.

1. Your initial place of work shall be at the company's discretion and can be at any Concentrix locations.
2. You will be required to bring the following documents at the time of joining: (i) the Original copy of this letter; (ii) the Originals and 2 set of photocopies of the documents mentioned in Mandatory Document Checklist.
3. This Expression of Interest shall remain valid for a period of 30 days from the date of your Final Examination. Considering the candidature beyond the 30 day period would be as per the requirement in the organization.

On submission of the above-mentioned documents, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining. If any information furnished by you in your application or during the selection process is found to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may withdraw this expression of interest without any notice. We encourage you to contact us at campusplacements@concentrix.com at least a week prior to your coming to our office.


Signature of Candidate

CNX/REC/ART/AGHR/EOI/4.0

Concentrix Daksh Services India Private LimitedDLF SEZ, Building No. 14, Tower-C, 17th Floor, DLF Cyber City, DLF Phase-2, Gurgaon - 122 002, India
91 124 463 5100 • 91 124 426 3311 (fax)**Registered Address:** R Cube, Suite Nos - 06 & 07, Lower Ground Floor Level, Shivaji Stadium Metro Station,
Airport Express Line, New Delhi - 110001, India
91 11 4701 6288



May 8, 2018

Sai Ganesh O
#113, FIRST FLOOR, THIRD CROSS, 2ND BLOCK, P AND T COLONY, R T NAGAR
BENGALURU 560032
India

Private & Confidential

Dear Sai,

Congratulations, and welcome to Dell!

We are pleased to extend our offer of employment to Sai Ganesh O (employee hereafter "you/your") with EMC INDIA S/W & SERV PVT ("the Company") conditional on the successful completion of the Company's Background Checks, and subject to the attainment of work permit, employment pass or employment visas, as may be applicable.

Your title will be Associate Sales Engineer Analyst at career level Individual Contributor I5, reporting to Abhinay Kumar (1011891), Manager 2, Sales Engineer Analyst. Your start date is June 18, 2018. You will be based at our offices in Bangalore, India.

Orientation

A member of our Onboarding team or Talent Acquisition team will be in contact with you prior to your joining date to assist you with your onboarding experience.

EMC Software and Services India Private Limited
Bagmane Developers Private Limited - SEZ, Marathahalli Ring Road, Doddanekkundi Village, Bengaluru - 560037, India
Phone: +91 80 67375000 / 40025000 Fax: +91 80 67376000 / 40026000

Regd. Office: #112,113, Akruți Sankul, Opp Janata Sahakari Bank, Tilak Road, Sadashivpeth, Pune - 411 030
CIN: U72900PN1999PTC013724
www.emc.com



Core Business Hours

Your working hours shall be the number of hours as the Company may from time to time deem appropriate and as may be necessary to achieve the purposes of the Company (inclusive of a lunch break). Please take note that certain functions such as Sales, Technical Support, Manufacturing, Information Services require staggered/shift hours.

Place of Work

Your usual place of work will be at Bangalore, India. However, the company reserves the right at its discretion, and by this contract you hereby agree, to change your place to work, either on a temporary or permanent basis, to any other place where it now conducts or at some future date, may conduct its business or part of its business. Except at the discretion of the Company you will not be compensated or reimbursed for the costs involved in such relocation. You may be required to work at or from any office, branch or location of the Company or any client of the Company, as the need arises, which you agree to do so. In the event of you working in the premises of any other Company you shall comply with all Regulations and Codes of Conduct and legislative restrictions and requirements applicable in the workplace of any Company that you may be assigned to. Any breach of such legislation, Regulations or Codes of Conduct shall be deemed a serious breach of discipline and may result in dismissal.

Compensation

We are pleased to offer you a compensation package consisting of the following element(s):

Base Salary, of 480,005.00 per annum.

Base salary is comprised of Basic and Basket of allowances. Basic is 192,002.00. Basket is 288,003.00 INR Annual.

*The Basket of Allowances includes components such as HRA and LTA. You may be eligible for all the allowances or a combination of them, depending on other factors including your job grade. Please contact HR Staffing for further details regarding the components you are eligible for and the limits there under that are applicable to you.

Retirals

Retirals is comprised of PF and Gratuity. PF is 12% Annual. Gratuity is 4.81% Annual.

*****Gratuity**: Payment of Gratuity would be as per the criteria set out in the Payment of Gratuity Act



****PF contribution: If your basic salary is less than INR 15000 per month, then for the purpose of PF computation and contribution, the sum total of basic salary, conveyance and undeclared portion of the basket of allowances (BOA) will be considered up to the extent of INR 15,000 per month.

Illustration: If your monthly basic salary in the salary table above is INR 6000, conveyance is INR 800 and your undeclared BOA is INR 2,000, then PF = 12% of 8800 which amounts to 1056. Employer and Employee contribution to PF will be 1056.

You will be entitled to all employee benefits including benefits through Employee Welfare Fund which is a contributory fund in which you will be a member of. There will be a standard deduction of Rs 200/- per month or such other amounts as decided from time to time towards contribution to the Employee Welfare Fund.

Incentive Bonus Plan

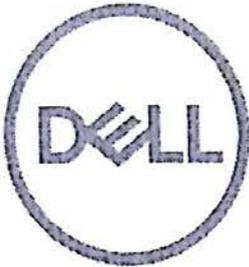
You will be eligible for an annual bonus of 5% of your base salary on terms that may vary, depending upon the Company's financial results and attainment of strategic corporate initiatives. You will be eligible to participate in the bonus program on a pro-rated basis, calculated from your start date. The Company reserves the right to vary the terms and amount of your bonus, depending upon your performance, the company's financial results and attainment of strategic corporate initiatives. The terms of the Bonus Plan are subject to annual re-evaluation and modification by the Company. The bonus is paid after the end of the Company's fiscal year. You must be actively employed at time of payment in order to earn and receive the bonus.

Total Target Cash will be INR504,005.25 plus Retirals per annum.

Your salary will be paid each month via Electronic Funds Transfer to the bank account nominated by you. We will advise you of the relevant date of payment.

Benefits

The Company offers a variety of benefits to assist you and your family. You will enjoy all benefits in accordance with the Company's prevailing policy and practice. A summary of these benefits will be made available for your access after onboarding. The Company reserves the right, at its absolute discretion, to vary or amend the terms of any benefit or existing benefit policy offered in accordance with applicable local law.

**Probation**

Your first 6 months of service will be of a probationary nature. The Company may waive or reduce the probation period at its discretion. You are deemed to have successfully completed your probationary period after 6 months unless otherwise informed in writing by the Company. For a person whose immediate previous employment is with any of the Dell group of companies, this clause shall not be applicable.

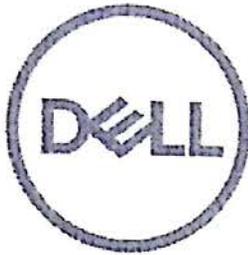
Notice Period and Termination

During the probationary period, your employment may be terminated by either party at any time by giving to the other party written notice of not less than 30 days or salary in lieu thereof at the sole discretion of the Company.

Upon satisfactory completion of probation, your employment may be terminated by either party at any time by giving to the other party 60 days written notice prior to the termination date or salary in lieu at the sole discretion of the Company.

Notwithstanding the above, the Company reserves the right at all times to terminate your employment (including employment during your probationary period) forthwith without notice or payment in lieu of notice if you are involved in gross negligence, misrepresentation, serious misconduct, a breach of any Dell policy including but not limited to the Code of Conduct; or commit any act of fraud or dishonesty or any criminal offense. In such an event, without prejudice to the Company's rights at law and/or under other provisions of this letter, the Company shall pay only salary earned by you up to the date of termination.

In the event of termination of services, you agree and authorize the Company to offset payment of any pro-rated allowance advances, and any other sums due to the Company to the extent permitted by law, against salary due and to withhold amounts that may be required by the relevant authorities. You will also be required to promptly deliver to Dell all originals and copies of materials, documents and property of Dell which are in your possession or control.

**Restraint:**

In addition, for a period of one year after termination of employment with the Company, you shall not approach or communicate with any customers of the Company, nor solicit or endeavor to take away from the Company, the business or any customers or clients of the Company. You further agree not to, for a period of [one year] after termination of employment with the Company, approach any employee of the Company or communicate with any employee of the Company with the effect of enticing, or attempting to entice any employee away from the Company.

Code of Conduct

The company's Code of Conduct sets out the standards of business conduct to which all employees are expected to adhere. We take our Code of Conduct very seriously in order to maintain the highest possible standard of ethics. Failure to adhere to the Code of Conduct is a disciplinary offence and may result in dismissal. A copy of the Code of Conduct shall be given to you in your Employee Orientation Program on joining. If you require a copy of any of the company's Code of Conduct before signing this employment contract please contact your Recruiter (i.e. signatory on this employment contract).

You should comply with the legal requirements of each country in which the Company conducts business and shall employ the highest ethical standards in your dealings. Use of any company assets for unlawful purposes is strictly prohibited.

In the event of you working in the premises of any other Company you shall comply with all Regulations and Codes of Conduct and legislative restrictions and requirements applicable in the workplace of any Company that you may be assigned to. Any breach of such legislation, Regulations or Codes of Conduct shall be deemed a serious breach of discipline and may result in dismissal.

**Data Protection**

will obtain, hold and use personal data relating to you in the context of your employment, including, but not limited, your name, number, cost centre, address, emergency contact details (e.g. home telephone number), educational details/history/qualifications and employment history, proof of right to work, any director or officer posts held, outcomes of any pre-employment screening, salary information including details on commissions bonuses and profit share, pension, stock option rights and details related thereto as well as additional benefit details, job description, job level, job grade, performance plans and performance rating details including sales and margin targets and achievements, Individual Work history.

The purposes of such processing are to administer and manage the employment relationship we have with you, and may include disaster recovery data duplication, administering and maintaining personnel records (includes sickness and other absence records), assessing fitness for work, paying and reviewing salary, bonus, profit share and other benefits (if any), providing and administering benefits such as pension, stock purchase and stock option programmes, life, health and medical insurance, analysing sales and sales related activity, career and succession planning, performance appraisals and reviews, employee development and training, resources and skills allocation, regulatory and legal compliance, carrying out activities related to compliance with the company's policies and procedures, providing references and information to future employers, governmental and regulatory agencies (includes tax, social security authorities) in a take-over or merger, providing information to a future purchaser or potential purchaser of or any part of 's business or a potential or future service provider as part of due diligence. You hereby consent to such data processing by , any other . company or any third party charged with providing services, information or benefits related to the employment and you further consent to transfer of data to a company or third party even if such company or third party is situated outside India in a country which does not offer a level of data protection compared to the level applied in India. will put in place adequate safeguards with such third parties to ensure an adequate level of data protection.

Confidentiality Obligation

You will not use, publish, misappropriate or disclose any "Confidential or Proprietary Information", during or after your employment, except as required in the performance of your assignment for the Company or as authorized in writing by the Company. Such Information shall include what you learn or originate during your employment which is not available or readily ascertainable from public sources, and includes such information disclosed by others in confidence to the Company. If in doubt, you will promptly consult your supervisor. Confidential and Proprietary Information includes, but is not necessarily limited to, the information described in sub-paragraphs below.



- a) Computer products, Company processes and device strategies planned or under development, including device specifications, system architecture, logic designs, circuit implementations and plans for unannounced and announced products;
- b) Software products in use, planned or under development, including operating systems adaptations or enhancements, language compilers, interpreters and translators, system design and evaluation tools, and application programs;
- c) Information relating to Company employees; actual and anticipated relationships between the Company and other companies; sales levels, profit levels, pricing and other unpublished financial data; and budget, staffing, compensation, equipment and related plans;
- d) Information relating to the Company's customer and vendor relationships. This includes performance requirements, development and delivery schedules, device and product pricing and quantities, and other information communicated to the Company by customers or vendors.

You will not use in your work or disclose to the Company any confidential or proprietary information of a third party unless the Company first receives written authorization from the third party allowing the use or disclosure of such information and unless the Company agrees in writing to receive such information on terms acceptable to the Company. You will abide by the restrictions imposed on the disclosure and use of such third party information.

You acknowledge that a violation of the provisions of this Agreement dealing with Confidential and Proprietary Information and Intellectual property may cause significant harm to the Company and that remedies at law may be inadequate to protect against a breach of such provisions. Accordingly, you agree that the Company shall be entitled, in addition to any other relief available to it, to the granting of injunctive relief without proof of actual damages or the requirement to establish the inadequacy of any of the other remedies available to it. You agree not to assert any defense in proceedings regarding the granting of any injunction or specific performance based on the availability to the Company of any other remedy.

For a period of one (1) year after leaving the Company's employment, you will give written notice to the new employer of your obligations regarding Intellectual Property, Confidential and Proprietary Information. For a period of one (1) year after termination of this Contract for whatever cause, you shall not solicit or endeavor to take away from the Company the business of any customers or clients of the Company.

**Intellectual Property and Copyright**

While you are an employee of the Company, you will promptly disclose to the Company, all Intellectual Property developed by you, solely or jointly with others, in the course of your employment. Intellectual Property includes each discovery, idea, improvement, or invention you create, conceive, develop or discover, alone or with others, which relates to the Company's business or results from the use of the Company's equipment, supplies, facilities, or information. All Intellectual Property, in whatever form, is the Company's property. You will assign to and agree to assign to the Company and its nominees, without additional compensation, all of your worldwide and perpetual rights in Intellectual Property. You will assist the Company in all ways, including giving evidence and executing any documents deemed helpful or necessary by the Company to establish, perfect, and register worldwide, at the Company's expense, such rights in Intellectual Property. You will not do anything in conflict with the Company's rights in Intellectual Property and will cooperate fully to protect Intellectual Property against misappropriation or infringement by third parties. If you come across any cases of infringement of the rights of the Company in its Intellectual Property, you will promptly notify the Company of such infringement and assist the Company in all ways to protect its Intellectual Property.

You hereby agree that the Company will be the copyright owner in all works of every kind and description created or developed by you, solely or jointly with others, in connection with any employment with the Company. If requested to, and at no further expense to the Company, you will execute in writing any acknowledgments or assignments of copyright ownership of such Copyrightable Works as may be appropriate for preservation of the worldwide and perpetual ownership in the Company and its nominees of such copyrights.

You further agree that the Company may use your name, voice, picture or likeness in the Company's advertising, training advertisement and other materials without payment or separate compensation to you both during and following your employment with the Company.

On the date your employment with the Company ends, you will promptly deliver to a designated representative of the Company all originals and copies of all materials, documents and property of the Company which are in your possession or control. You will also cooperate in conducting exit interviews with a designated representative of the Company. The purpose of the exit interviews will be to review confidential and proprietary information known or possessed by you and to confirm the Company's rights regarding non-solicitation, the protection of the confidential and proprietary information and the disclosure to the Company and its ownership of intellectual property.



Export Compliance

You will not export or otherwise transfer out of India or release to any person, Controlled Technology or Software, during or after employment with the Company, except as authorized in writing by the Company. Controlled Technology or Software is technology or software controlled under the U.S. Export Administration Regulations and includes, but is not limited to:

- Confidential and Proprietary Information of the type described in paragraph 4(a) above, to the extent that such information is not otherwise publicly available;
- Technical information of , its affiliates, its customers or other third parties that is in use, planned, or under development, such as but not limited to: manufacturing and/or research processes or strategies (including design rules, device characteristics, process flow, manufacturing capabilities and yields); computer product, process and/or devices (including device specification, system architectures, logic designs, circuit implementations); software product (including operating system adaptations or enhancements, language compilers, interpreters, translators, design and evaluation tools, and application programs); and any other databases, methods, know-how, formulae, compositions, technological data, technological prototypes, processes, discoveries, machines, inventions, and similar items;
- Information relating to future plans of , its affiliates, its customers and other third parties, such as but not limited to: marketing strategies; new product research pending projects and proposals; proprietary production processes; research and development strategies; and similar items.
- Release includes disclosure to any person, oral exchange, and application to situations abroad of personal knowledge or technical experience. If you have any doubts regarding whether particular information is Controlled Technology or Software, please consult your manager, 's Legal Department, or 's Export Compliance Organization.

Training: The Company may also send you abroad for the purpose of specific skills training relevant to your employment with the Company. If your employment with the Company ends for any reason within the first twelve (12) months of you being sent abroad for specific skills training, you will repay to the Company, all of the costs paid to you or incurred on your behalf for this training.

The company reserves the right to review the skills required to perform the job, and may introduce new trainings and certifications needed to impart the new skills and ways to measure the same. You shall undergo such trainings and certifications when needed and continue to successfully upgrade your skills and capabilities needed to perform the job effectively at expected levels.

Recovery of dues: In the event of any financial recovery to be made from you, the Company shall also be entitled to offset payment of any prorated allowance advances against salary due and to withhold amounts that may be required by relevant authorities. These repayment obligations cannot be waived except by a written communication by the Company.



Secondary employment and outside business ventures: While in the employment of the Company, you shall not undertake employment with any other Company on a temporary or part-time basis or offer your services with or without pay to any person, legal entity or public authority or to be occupied in your own business without the prior written consent of the Company.

Correctness of Information: This appointment is based on the information supplied by you in your application for employment. This appointment will be treated as "null and void" if any material error, in the management opinion, is discovered and/or due to non-disclosure of relevant information about you, to the company.

Service rules: For all other matters, not specified herein, you shall be governed by the company's policies, conditions of service, service rules and amendments made and communicated from time to time.

Retirement

You shall retire on the attainment of sixty two (62) years unless specifically communicated by the company in writing to continue in service beyond this age.

Regards,

A handwritten signature in black ink, appearing to read "S. Gangadhar".

Gangadhar Salimath
Senior Manager, Talent Acquisition



Confirmation of Acceptance

I, Sai Ganesh O, confirm that I have read, understood and accept the terms and conditions of employment with Dell. I authorize the Company to make deductions from my wages pursuant to clause "remuneration" of this agreement.

I confirm that I will commence employment with Dell on 18 Jun, 2018.

A handwritten signature in black ink, appearing to read "Sai Ganesh O".

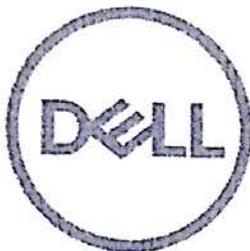
09-05-18

Sai Ganesh O

Date

We have partnered with a vendor to enable you to review and accept employment related documents electronically in an efficient, secure and protected manner. The documents are encrypted. Your electronic signature cannot be changed once signed. You will be able to print out full copies of your signed documentation for your records. Within each document, the system will guide you to all relevant sections which need to be completed and signed.

Electronic is our preferred, and most efficient, method for managing the documentation. However, if you prefer, you can print and sign all of the documents, and scan and email the originals to Niraj Pandey / Niraj.Pandey@Dellteam.com. If you need to return the documentation in a different manner, please let your recruiter know.

**Annexure****Notice Period Buyout**

The Company will pay for your Notice pay recovery if any, as agreed during the HR interview. If my employment ends within the first 12 months of my hire date*, either due to my resignation (regardless of the reason) or because terminates the employment for cause (as determined by at its sole discretion), I will be required to repay to the entire notice period that has been bought out by at the time of my joining. Gross up on notice period buyout will be done on a case to case basis depending on the tax treatment availed in the previous employment/s. You need to submit the necessary document in support of Notice Period Buyout claim.

*** Hire Date shall mean the date of transfer in case of current employees who have opted for a personal transfer and the date of joining in case of new hires.**

I agree that the repayment amount for any of the categories as detailed above will become fully due and payable upon my termination of employment. I hereby authorize , to the full extent allowed by law, to deduct the repayment amount for any of the categories as detailed above from any monies owed to me by , including, but not limited to: wages, final paycheck, reimbursement for expenses, payment for unused benefits, refunds of contributions to benefit plans or programs, and/or any other sums payable to me by .

A handwritten signature in black ink, appearing to read "Sai Ganesh O".

09-05-18

Sai Ganesh O

Date



Offer: Computer Consultancy
Ref: TCSL/CT20172238521/Bangalore
Date: 10/01/2018

Ms. Padmashreem
No L/699th Cross,4th Main,
L N Puram,
Bangalore-560021,
Karnataka.
Tel# 91-9945889563

Dear Padmashreem,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/CT20172238521

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



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to 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 ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Conveyance Allowance

You will be eligible for a conveyance allowance of ₹800/- per month.

3. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or 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.

4. Sundry Medical Reimbursement

You will be eligible for reimbursement of sundry medical expenses incurred by you for you and your family. You are eligible for ₹6,000/- per annum or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail tax benefit you may submit medical bills for the same at the end of each calendar quarter. At the end of the financial year, the unavailed amount will be taxable.



5. Personal Allowance

You will be eligible for a monthly personal allowance of of ₹6,270/- per month. This component is subject to review and may change as per TCSL's compensation policy.

6. 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 Initial Learning Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.



OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹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.

TCS Confidential

TCSL/CT20172238521

4

TATA CONSULTANCY SERVICES

WYDEHI 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



Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expense-s towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.



2. Disclaimer

Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.



6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.



11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.



15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Permanent Account Number (PAN) Card
You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
- An affidavit/notarised undertaking stating:
*There is no criminal offence registered/pending against you



*There is no disciplinary case pending against you in the university

*If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) at our offices, as identified, for such period as TCSL may decide. The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.



Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCSL Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

| | |
|-----------------------|---|
| Name | Padmashreem |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|----------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 10,200 | 1,22,400 |
| Bouquet Of Benefits # | 13,000 | 1,56,000 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,224 | 14,688 |
| Gratuity | 490 | 5,887 |
| Total of Annual Components & Retirals | 1,715 | 28,475 |
| Retention Incentive | NA | 0 |
| TOTAL GROSS | 27,415 | 3,36,875 |

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

| Component Category | Monthly | Annual |
|----------------------------------|----------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Conveyance Allowance | 800 | 9,600 |
| Leave Travel Assistance | 850 | 10,200 |
| Sundry Medical Reimbursement | 500 | 6,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 6,270 | 75,240 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |



Annexure 2

Regional Offices

| | |
|--|---|
| <p>Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601</p> | <p>Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114</p> |
| <p>Chennai Lead- Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555</p> | <p>Delhi Lead-Talent Acquisition Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735</p> |
| <p>Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222</p> | <p>Kolkata Lead-Talent Acquisition TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003</p> |
| <p>Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001</p> | <p>Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190</p> |
| <p>Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107</p> | <p>Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499</p> |



Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.



2. Retainer/Consultant's Obligations

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of Retainer/Consultant-ship, the Retainer/Consultant agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

The Retainer/Consultant agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and the Retainer/Consultant hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests the Retainer/Consultant may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.



4. Prior knowledge

The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines

The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Retainer/Consultant's Rights

The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.



9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.



Offer: Computer Consultancy
Ref: TCSL/CT20172332042/Bangalore
Date: 10/01/2018

Ms. Keerthana S
#49/1D Block,
Thirumalanagar,
Bangalore-560064,
Karnataka.
Tel# 91-9739027399

Dear Keerthana S,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/CT20172332042

1



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to 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 ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Conveyance Allowance

You will be eligible for a conveyance allowance of ₹800/- per month.

3. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or 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.

4. Sundry Medical Reimbursement

You will be eligible for reimbursement of sundry medical expenses incurred by you for you and your family. You are eligible for ₹6,000/- per annum or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail tax benefit you may submit medical bills for the same at the end of each calendar quarter. At the end of the financial year, the unavailed amount will be taxable.



5. Personal Allowance

You will be eligible for a monthly personal allowance of of ₹6,270/- per month. This component is subject to review and may change as per TCSL's compensation policy.

6. 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 Initial Learning Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.



OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹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.

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TCSL/CT20172332042

4

TATA CONSULTANCY SERVICES

WYDEHI 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



Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expense-s towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.



2. Disclaimer

Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.



6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.



11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.



15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Permanent Account Number (PAN) Card
You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
- An affidavit/notarised undertaking stating:
*There is no criminal offence registered/pending against you



*There is no disciplinary case pending against you in the university

*If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) at our offices, as identified, for such period as TCSL may decide. The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.



Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCSL Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

| | |
|-----------------------|---|
| Name | Keerthana S |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|----------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 10,200 | 1,22,400 |
| Bouquet Of Benefits # | 13,000 | 1,56,000 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,224 | 14,688 |
| Gratuity | 490 | 5,887 |
| Total of Annual Components & Retirals | 1,715 | 28,475 |
| Retention Incentive | NA | 0 |
| TOTAL GROSS | 27,415 | 3,36,875 |

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

| Component Category | Monthly | Annual |
|----------------------------------|----------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Conveyance Allowance | 800 | 9,600 |
| Leave Travel Assistance | 850 | 10,200 |
| Sundry Medical Reimbursement | 500 | 6,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 6,270 | 75,240 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |

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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



Annexure 2

Regional Offices

| | |
|--|---|
| <p>Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601</p> | <p>Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114</p> |
| <p>Chennai Lead- Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555</p> | <p>Delhi Lead-Talent Acquisition Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735</p> |
| <p>Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222</p> | <p>Kolkata Lead-Talent Acquisition TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003</p> |
| <p>Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001</p> | <p>Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190</p> |
| <p>Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107</p> | <p>Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499</p> |



Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.



2. Retainer/Consultant's Obligations

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of Retainer/Consultant-ship, the Retainer/Consultant agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

The Retainer/Consultant agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and the Retainer/Consultant hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests the Retainer/Consultant may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.



4. Prior knowledge

The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines

The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Retainer/Consultant's Rights

The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.



9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.



2017-18 - 73

05 March 2018

PRIVATE & CONFIDENTIAL

To whom it may concern,

Re: P Iqbal Ahmed

AM22108 2017/18

**Address: REVA University, Rukmini Knowledge Park Kattigenahalli, Yelahanka, Bangalore 560 064
Karnataka, India.**

This letter is to confirm that **P Iqbal Ahmed** is currently employed at Amazon Development Centre (India) Private Limited.

P Iqbal Ahmed is employed as a **Prod Compliance Sr. Associate** and commenced employment with Amazon on **08 March 2018**.

The above information is given in the strictest confidence and with no liability accepted by the company or any of our employees. This information should not be divulged to any third party without first seeking permission from the respective Amazon entity.

On behalf of

Amazon Development Centre (India) Private Limited

Kind Regards,

A handwritten signature in black ink that reads "Arijit Basu". The signature is written in a cursive, flowing style.

Arijit Basu

Sr. Manager, HR Operations – HR Services

PRIVATE & CONFIDENTIAL



To,

Dear P Naveen Kumar,

Date: 8 Jan 18

Letter of Intent (LOI)

Subsequent to the meetings between Outsourcpartners International Pvt. Ltd and you, we are pleased to issue a Letter of Intent on the terms set here in.

1. You are being offered the position of Associate at Band A1
2. Your date of joining shall be on or before 16th January 2018
3. The offer is subject to the following conditions;
 - a. Accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date
 - b. You meeting all evaluation criteria in all the trainings.
 - c. Successful drug screening, criminal background and reference check
if any of the above conditions are not met, this LOI/ Employment agreement would be liable to be terminated.
4. On your date of joining, you may be issued a formal Employment Agreement in exchange of this LOI.
5. You shall be based at Bangalore but will serve the company or any of its subsidiaries or associated companies in any location within or outside of India.
6. As an employee of the Company, you will receive an annual CTC (Cost to the Company) of Rs. 156,600 /-. This will be payable to you in accordance with the prevailing standard compensation plan of the Company.

Kindly sign and return a copy of this letter as a token of your acceptance.

Yours sincerely,
For Outsourcpartners International Pvt. Ltd.


Nirmal Paramban
Assistant Vice President, Human Resources

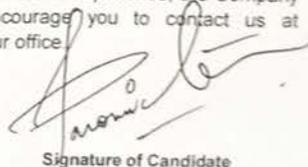
I accept the terms and conditions of this offer

College/Institute Name: REVAUNIVERSITYDate: 11/01/18**Subject: Expression of Interest - Campus**Dear PAROMITA DAS

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **<REP-OPERATIONS>** provided you successfully complete your graduation and fulfill other requirements. This letter is intended only as an overview of the potential offer from **Concentrix Daksh Services India Private Limited** (hereinafter, 'Concentrix'/'Company'). The detailed terms and conditions of employment will be contained in an Appointment letter (if any), which may be issued by the Company and may contain additional provisions to those herein.

1. Your initial place of work shall be at the company's discretion and can be at any Concentrix locations.
2. You will be required to bring the following documents at the time of joining: (i) the Original copy of this letter, (ii) the Originals and 2 set of photocopies of the documents mentioned in Mandatory Document Checklist.
3. This Expression of Interest shall remain valid for a period of 30 days from the date of your Final Examination. Considering the candidature beyond the 30 day period would be as per the requirement in the organization.

On submission of the above-mentioned documents, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining. If any information furnished by you in your application or during the selection process is found to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may withdraw this expression of interest without any notice. We encourage you to contact us at campusplacements@concentrix.com at least a week prior to your coming to our office.



Signature of Candidate

CNX/REC/ART/AGHR/E01/4.0

Concentrix Daksh Services India Private LimitedDLF SEZ, Building No. 14, Tower-C, 17th Floor, DLF Cyber City, DLF Phase-2, Gurgaon - 122 002, India
91 124 463 5100 • 91 124 426 3311 (fax)**Registered Address:** R Cube, Suite Nos - 06 & 07, Lower Ground Floor Level, Shivaji Stadium Metro Station,
Airport Express Line, New Delhi - 110001, India
91 11 4701 6288

College/Institute Name: REVA UNIVERSITY
BANGALORE

Date: 11/01/2018

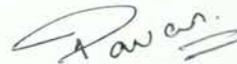
Subject: Expression of Interest - Campus

Dear PAVAN KUMAR

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of <Reprovements> provided you successfully complete your graduation and fulfill other requirements. This letter is intended only as an overview of the potential offer from **Concentrix Daksh Services India Private Limited** (hereinafter, 'Concentrix/ Company'). The detailed terms and conditions of employment will be contained in an Appointment letter (if any), which may be issued by the Company and may contain additional provisions to those herein.

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2. You will be required to bring the following documents at the time of joining: (i) the Original copy of this letter; (ii) the Originals and 2 set of photocopies of the documents mentioned in Mandatory Document Checklist.
3. This Expression of Interest shall remain valid for a period of 30 days from the date of your Final Examination. Considering the candidature beyond the 30 day period would be as per the requirement in the organization.

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Signature of Candidate

CNX/REC/ART/AGHR/EOI/4.0

Concentrix Daksh Services India Private Limited

DLF SEZ, Building No. 14, Tower-C, 17th Floor, DLF Cyber City, DLF Phase-2, Gurgaon - 122 002, India
91 124 463 5100 • 91 124 426 3311 (fax)

Registered Address: R Cube, Suite Nos - 06 & 07, Lower Ground Floor Level, Shivaji Stadium Metro Station,
Airport Express Line, New Delhi - 110001, India
91 11 4701 6288

To,
The Placement Officer
REVA University
Bangalore - 560064

Date: 15th March, 2018

Respected Sir,

We are pleased to inform you that our company has successfully completed the recruitment process for the current academic year at your esteemed institution. We are happy to announce that we have identified some exceptional talent and would like to extend job offers to the selected students. The roles and the students selected against each role along with the compensation break up is as under:

I. Process Executive Role

| Sl. No | Name | Role | CTC in LPA |
|--------|---------------------|-------------------|------------|
| 1 | Abhishek B R | Process Executive | 2.8 |
| 2 | Bindu S M | Process Executive | 2.8 |
| 3 | C Sai Prathik Reddy | Process Executive | 2.8 |
| 4 | C Sumanjali | Process Executive | 2.8 |
| 5 | Hema B R | Process Executive | 2.8 |
| 6 | Kavya V | Process Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Process Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

II. Sales Trainee L & D

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------------------------|-------------------|------------|
| 2 | Poojarani | Sales trainee-L&D | 2.4 |
| 3 | Rohith M Nayak | Sales trainee-L&D | 2.4 |
| 4 | Shruti | Sales trainee-L&D | 2.4 |
| 5 | Siddanthi Narasimham Vikram Simha | Sales trainee-L&D | 2.4 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Sales Trainee L & D | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 144000 |
| 2 | House Rent Allowance | 57600 |
| 3 | Special Allowance | 38400 |
| 4 | Total Compensation | 240000 |

III. Verbal Trainer

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------|----------------|------------|
| 1 | J Kalyan Kumar | Verbal Trainer | 2.8 |
| 2 | Kavya Patil | Verbal Trainer | 2.8 |
| 3 | Nidhi Kumari | Verbal Trainer | 2.8 |
| 4 | Rohan Nagaraj Kora | Verbal Trainer | 2.8 |
| 5 | Saquib Shaik | Verbal Trainer | 2.8 |
| 6 | Sharada N.S | Verbal Trainer | 2.8 |
| 7 | Swathi K V | Verbal Trainer | 2.8 |
| 8 | Ankitha B C | Verbal Trainer | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Verbal Trainer | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

IV. Marketing Associate

| Sl. No | Name | Role | CTC in LPA |
|--------|-----------------------|---------------------|------------|
| 1 | Manikandan R | Marketing Associate | 2.6 |
| 2 | Manjula Venkateswarlu | Marketing Associate | 2.6 |
| 3 | Manjunath Teja N | Marketing Associate | 2.6 |
| 4 | Manoj H E | Marketing Associate | 2.6 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Marketing Associate | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 156000 |
| 2 | House Rent Allowance | 62400 |
| 3 | Special Allowance | 41600 |
| 4 | Total Compensation | 260000 |

V. Business Development Specialist

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|---------------------------------|------------|
| 1 | ANUSHA V | Business Development Specialist | 2.8 |
| 2 | Ibrahim Mohamed Omar | Business Development Specialist | 2.8 |
| 3 | KRUTHIKA M R | Business Development Specialist | 2.8 |

| Compensation Break up | | |
|-----------------------|---------------------------------|-----------------|
| Position | Business Development Specialist | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |
| | | |

VI. Training Relationship Manager

| Sl. No | Name | Role | CTC in LPA |
|--------|---------------------------------------|------------------------------|------------|
| 1 | Kiran M | Trainee Relationship Manager | 3 |
| 2 | Poornima S | Trainee Relationship Manager | 3 |
| 3 | Pradeep Kumar | Trainee Relationship Manager | 3 |
| 4 | Rahul Koudal | Trainee Relationship Manager | 3 |
| 5 | Ranjith S D | Trainee Relationship Manager | 3 |
| 6 | Alam Nikesh | Trainee Relationship Manager | 3 |
| 7 | Amulya T C | Trainee Relationship Manager | 3 |
| 8 | Chejarla Venkata Vidya Sagar Reddy | Trainee Relationship Manager | 3 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Trainee Relationship Manager | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 180000 |
| 2 | House Rent Allowance | 72000 |
| 3 | Special Allowance | 48000 |
| 4 | Total Compensation | 300000 |

VII. Branding Executive

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|--------------------|------------|
| 1 | Bandee Vamsi Krishna | Branding Executive | 2.8 |
| 2 | Bhimesh | Branding Executive | 2.8 |
| 3 | Charchitha N Behura | Branding Executive | 2.8 |
| 4 | Kumar V | Branding Executive | 2.8 |
| 5 | Megha R | Branding Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Branding Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

We have reviewed their academic records, conducted thorough interviews, and are confident that they possess the necessary skills and qualities required to contribute to our company's success.

We will be sharing the individual offer letters for each of the selected candidates with copies marked to you.

We request you to kindly inform us about their examinations and the expected date they will be able to join our organization. We will plan their joining dates accordingly.

We would like to express our gratitude to you and your team for your cooperation and support throughout the recruitment process. It has been a pleasure working with your institution, and we hope to continue this partnership in the future.

Thank you once again for your valuable assistance.

Yours Sincerely,

For Bizotic Talent Solutions Private Limited

Ramyashree S



Ramyshree S
Head of Finance & Operations



31st May, 2018

Sub: Offer of employment by Pin Click

Dear Mohan,

Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of “**Property Advisor**”, with effect from 4th June, 2018. The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as **Annexure A**.

ANNEXURE – A

| COMPENSATION & BENEFITS STATEMENT – PIN CLICK | | | |
|---|--|----------------------|---------------------|
| Employee Details | Name | Mohan Chandan R.K | |
| | Designation | Property Advisor | |
| | Department | Sales | |
| | Date of Joining | 4-June- 2018 | |
| | C & B CATEGORY | INR – Monthly | INR – Annual |
| A | Fixed Compensation | | |
| | Basic Salary | 6,736 | 80,832 |
| | House Rent Allowance | 5,000 | 60,000 |
| | Conveyance Allowance | 1,600 | 19,200 |
| | Medical Reimbursement | 1,250 | 15,000 |
| | Children Edu Allowance | - | - |
| | Special Allowance | 3,427 | 41,128 |
| | Sub-Total I / Gross Pay | 18,013 | 2,16,160 |
| Benefits | | | |
| B | PF Employer | 808 | 9,696 |
| | ESIC | 856 | 10,268 |
| | Gratuity | 323 | 3,876 |
| C | Sub Total II | 1,987 | 23,840 |
| Total A + C | Cost to the Company | 20,000 | 2,40,000 |
| Allowance | Rs 3000 of fuel reimbursement for on field employees only Rs 1000 upper limit will be paid towards mobile allowance (Official CUG Connection) | | |
| Note: Performance Enhanced Incentives Is Target Based. | | | |
| 1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable. | | | |
| 2) Professional Tax to be deducted from the monthly Gross salary as applicable | | | |

TRAINING & PLACEMENT CENTRE

PLACEMENT – UNDERTAKING

Student Name: Contact No. :.....
Program Applied: E mail ID:

The Training & Placement (T&P) Centre of REVA University is the chief facilitator for the students to obtain placements best suited to them and primarily liaisons between Industry and the Institute. The goal of T&P centre is to provide world class training to REVA University students. The Centre has emerged as a favored destination for many national and international organizations who come back year after year to recruit fresh talent nurtured at the University. The T&P Centre is dedicated to motivate and help the student community towards their campus placements and industrial training. This is done by training students from the first year onwards focusing on motivational skills, communication skills, interpersonal relationships, leadership qualities, group discussions and interview techniques. Additionally, the Centre also provides the required infra-structural facilities to conduct group discussions, tests and interviews besides catering to other logistics.

As part of placement opportunity provided at the University kindly express your interest details in the following (Tick Any One)

1. Placement 2. Entrepreneurship/ Family Business 3. Higher Studies

OVER ALL ACADEMIC SCORES

10th Percentage: 12th Percentage:

Note:

- 1) Placements are subject to a consistent performance and maintenance of percentage during the course study at REVA University.
- 2) Once registered for placement drives, will participate without fail.

Declaration: I have read and understood the full requirements and will abide by the rules and regulations of placement centre.

Parent/Guardian Signature

Mentor/Class Teacher Signature

Candidate Signature

Contact No:

Email ID:

2017-18 → 93



Extramarks Education India Private Limited

D-180, Sector-63, Noida, U.P. - 201301, India

Ph. : +91-120-4175300

Date : 08-Jan-2018

Name : Ponnappa M P

Location: Karnataka,

Address: Reva University, Kattigenahalli, Yelahanka, Bangalore-560063, Bangalore, Karnataka - 560063

Dear Ponnappa M P, *EXTRAMARKS 2020/10*

Subject: Offer letter of employment as **Business Development Executive**.

With reference to your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company (CTC) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible as but not later than **27-Jan-2018**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

As the first step to joining, we would require you to kindly upload the following documents.

- Copies of Educational Certificates.
- Passport size photographs.
- Last payslip received from the previous employer.
- Clearance from previous employer.
- Address Proof.
- Identification Proof (PAN Card/Driving License/Voter ID/Passport Copy).
- PF documents (Form 11 & Form 2).
- Reference sheet form.
- Adherence to Anti-Corruption Policy.

The URL for the link is: <https://careers.extramarks.com/index/filldetail/refId/MjU1NjUzMjI=>

You would also need to upload a scanned copy of this letter with your acceptance. In case you need any help or have any query, do let us know.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

You agree, acknowledge and authorize the Company to carry out necessary verification, background check on you (which may be carried out by a third party) from your institution, college, previous employer etc. Should the Company receive any negative feedback during such verification, background check, the Company shall be well within its right to withdraw/terminate this offer letter (including your appointment, if made) without any legal liability on the Company.

We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead!

Sincerely,

HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before **27-Jan-2018**

Accepted

Registered Office : 506, Surya Kiran Building, 19 K.G. Marg, Connaught Place, New Delhi - 110 001.

Ph. : +91-011-40392333 / Fax : +91-011-23733114/ CIN : U80900DL2015FTC283323 / www.extramarks.com



Capgemini Technology Services India Limited
Plant 2,'C' Wing, 1st Floor, Godrej IT Park,
Godrej & Boyce Compound, Gate No. 2,
L.B.S. Marg, Pirojshanagar, Vikroli (West),
Mumbai-400 079, Maharashtra, India.
Tel:+91.22.6686 0500 | Fax: +91.22.6755 7066
www.capgemini.com

Date: 1/23/2018

Ref No: HR/Campus/201830814

Ms. Pooja Karnik
Reva Institute of Technology & Management

Letter of Intent ("LOI")

Dear Pooja,

With reference to your interview conducted by us at Reva University, Bangalore, 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 subject to 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.

You will be required to undergo mandatory trainings prior to your joining Capgemini. Your joining will be conditional upon successfully clearing the mandatory trainings. 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. You will be required to undergo classroom training for a duration not exceeding 15 weeks. During the training period, your performance will be evaluated periodically.

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in the opinion of Capgemini.



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, 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 hear from you soon. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Sayyad Asad Kadri
Senior Director – Head Fresher Hiring



ANNEXURE 1

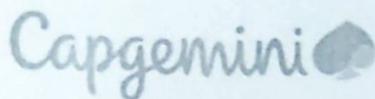
Pooja Karnik

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 2,40,000/- (Rupees Two Lakhs Forty Thousand 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 3,15,000/- (Rupees Three Lakhs Fifteen 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.

Sayyad Asad Kadri
Senior Director – Head Fresher Hiring

Signature: _____
Candidate Name: Pooja Karnik
Date: _____



Capgemini Technology Services India Limited
Plant 2, 'C' Wing, 1st Floor, Godrej IT Park,
Godrej & Boyce Compound, Gate No. 2,
L.B.S. Marg, Pirojshanagar, Vikhroli (West),
Mumbai-400 079, Maharashtra, India.
Tel: +91 22 6686 0500 | Fax: +91 22 6755 7066
www.capgemini.com

Date: 1/23/2018

Ref No: HR/Campus/201830814

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Reva Institute of Technology & Management

Letter of Intent ("LOI")

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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.

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Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in the opinion of Capgemini.



College/Institute Name: REVA UNIVERSITY

Date: 11-01-2018

Subject: Expression of Interest - Campus

Dear POOJA-T.A

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of <REP-OPERATIONS> provided you successfully complete your graduation and fulfill other requirements. This letter is intended only as an overview of the potential offer from **Concentrix Daksh Services India Private Limited** (hereinafter, 'Concentrix/' 'Company'). The detailed terms and conditions of employment will be contained in an Appointment letter (if any), which may be issued by the Company and may contain additional provisions to those herein.

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Pooja-T.A
Signature of Candidate

CNX/REC/ART/AGHR/EOI/4.0

Concentrix Daksh Services India Private Limited
DLF SEZ, Building No. 14, Tower-C, 17th Floor, DLF Cyber City, DLF Phase-2, Gurgaon - 122 002, India
91 124 463 5100 • 91 124 426 3311 (fax)

Registered Address: R Cube, Suite Nos - 06 & 07, Lower Ground Floor Level, Shivaji Stadium Metro Station, Airport Express Line, New Delhi - 110001, India
91 11 4701 6288



#15, 3rd Main, 3rd Cross, Maruthi Nagar, Shreyas colony, JP Nagar 7th Phase - 560078

To,
The Placement Officer
REVA University
Bangalore - 560064

Date: 15th March, 2018

Respected Sir,

We are pleased to inform you that our company has successfully completed the recruitment process for the current academic year at your esteemed institution. We are happy to announce that we have identified some exceptional talent and would like to extend job offers to the selected students. The roles and the students selected against each role along with the compensation break up is as under:

I. Process Executive Role

| Sl. No | Name | Role | CTC in LPA |
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| 2 | Bindu S M | Process Executive | 2.8 |
| 3 | C Sai Prathik Reddy | Process Executive | 2.8 |
| 4 | C Sumanjali | Process Executive | 2.8 |
| 5 | Hema B R | Process Executive | 2.8 |
| 6 | Kavya V | Process Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Process Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

II. Sales Trainee L & D

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------------------------|-------------------|------------|
| 1 | Pinaki Lalit Agarwal | Sales trainee-L&D | 2.4 |
| | | | |
| 3 | Rohith M Nayak | Sales trainee-L&D | 2.4 |
| 4 | Shruti | Sales trainee-L&D | 2.4 |
| 5 | Siddanthi Narasimham Vikram Simha | Sales trainee-L&D | 2.4 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Sales Trainee L & D | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
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III. Verbal Trainer

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------|----------------|------------|
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| 2 | Kavya Patil | Verbal Trainer | 2.8 |
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| 4 | Rohan Nagaraj Kora | Verbal Trainer | 2.8 |
| 5 | Saquib Shaik | Verbal Trainer | 2.8 |
| 6 | Sharada N.S | Verbal Trainer | 2.8 |
| 7 | Swathi K V | Verbal Trainer | 2.8 |
| 8 | Ankitha B C | Verbal Trainer | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Verbal Trainer | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
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IV. Marketing Associate

| Sl. No | Name | Role | CTC in LPA |
|--------|-----------------------|---------------------|------------|
| 1 | Manikandan R | Marketing Associate | 2.6 |
| 2 | Manjula Venkateswarlu | Marketing Associate | 2.6 |
| 3 | Manjunath Teja N | Marketing Associate | 2.6 |
| 4 | Manoj H E | Marketing Associate | 2.6 |

| Compensation Break up | | |
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| Position | Marketing Associate | |
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| 4 | Total Compensation | 260000 |

V. Business Development Specialist

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|---------------------------------|------------|
| 1 | ANUSHA V | Business Development Specialist | 2.8 |
| 2 | Ibrahim Mohamed Omar | Business Development Specialist | 2.8 |
| 3 | KRUTHIKA M R | Business Development Specialist | 2.8 |

| Compensation Break up | | |
|-----------------------|---------------------------------|-----------------|
| Position | Business Development Specialist | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |
| | | |

VI. Training Relationship Manager

| Sl. No | Name | Role | CTC in LPA |
|--------|---------------------------------------|------------------------------|------------|
| 1 | Kiran M | Trainee Relationship Manager | 3 |
| 2 | Poornima S | Trainee Relationship Manager | 3 |
| 3 | Pradeep Kumar | Trainee Relationship Manager | 3 |
| 4 | Rahul Koudal | Trainee Relationship Manager | 3 |
| 5 | Ranjith S D | Trainee Relationship Manager | 3 |
| 6 | Alam Nikesh | Trainee Relationship Manager | 3 |
| 7 | Amulya T C | Trainee Relationship Manager | 3 |
| 8 | Chejarla Venkata Vidya Sagar Reddy | Trainee Relationship Manager | 3 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Trainee Relationship Manager | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 180000 |
| 2 | House Rent Allowance | 72000 |
| 3 | Special Allowance | 48000 |
| 4 | Total Compensation | 300000 |

VII. Branding Executive

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|--------------------|------------|
| 1 | Bandee Vamsi Krishna | Branding Executive | 2.8 |
| 2 | Bhimesh | Branding Executive | 2.8 |
| 3 | Charchitha N Behura | Branding Executive | 2.8 |
| 4 | Kumar V | Branding Executive | 2.8 |
| 5 | Megha R | Branding Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Branding Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

We have reviewed their academic records, conducted thorough interviews, and are confident that they possess the necessary skills and qualities required to contribute to our company's success.

We will be sharing the individual offer letters for each of the selected candidates with copies marked to you.

We request you to kindly inform us about their examinations and the expected date they will be able to join our organization. We will plan their joining dates accordingly.

We would like to express our gratitude to you and your team for your cooperation and support throughout the recruitment process. It has been a pleasure working with your institution, and we hope to continue this partnership in the future.

Thank you once again for your valuable assistance.

Yours Sincerely,

For Bizotic Talent Solutions Private Limited

Ramyashree S



Ramyshree S
Head of Finance & Operations



#15, 3rd Main, 3rd Cross, Maruthi Nagar, Shreyas colony, JP Nagar 7th Phase - 560078

To,
The Placement Officer
REVA University
Bangalore - 560064

Date: 15th March, 2018

Respected Sir,

We are pleased to inform you that our company has successfully completed the recruitment process for the current academic year at your esteemed institution. We are happy to announce that we have identified some exceptional talent and would like to extend job offers to the selected students. The roles and the students selected against each role along with the compensation break up is as under:

I. Process Executive Role

| Sl. No | Name | Role | CTC in LPA |
|--------|---------------------|-------------------|------------|
| 1 | Abhishek B R | Process Executive | 2.8 |
| 2 | Bindu S M | Process Executive | 2.8 |
| 3 | C Sai Prathik Reddy | Process Executive | 2.8 |
| 4 | C Sumanjali | Process Executive | 2.8 |
| 5 | Hema B R | Process Executive | 2.8 |
| 6 | Kavya V | Process Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Process Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

II. Sales Trainee L & D

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------------------------|-------------------|------------|
| 1 | Pinaki Lalit Agarwal | Sales trainee-L&D | 2.4 |
| 2 | Poojarani | Sales trainee-L&D | 2.4 |
| 3 | Rohith M Nayak | Sales trainee-L&D | 2.4 |
| 4 | Shruti | Sales trainee-L&D | 2.4 |
| 5 | Siddanthi Narasimham Vikram Simha | Sales trainee-L&D | 2.4 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Sales Trainee L & D | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 144000 |
| 2 | House Rent Allowance | 57600 |
| 3 | Special Allowance | 38400 |
| 4 | Total Compensation | 240000 |

III. Verbal Trainer

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------|----------------|------------|
| 1 | J Kalyan Kumar | Verbal Trainer | 2.8 |
| 2 | Kavya Patil | Verbal Trainer | 2.8 |
| 3 | Nidhi Kumari | Verbal Trainer | 2.8 |
| 4 | Rohan Nagaraj Kora | Verbal Trainer | 2.8 |
| 5 | Saquib Shaik | Verbal Trainer | 2.8 |
| 6 | Sharada N.S | Verbal Trainer | 2.8 |
| 7 | Swathi K V | Verbal Trainer | 2.8 |
| 8 | Ankitha B C | Verbal Trainer | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Verbal Trainer | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

IV. Marketing Associate

| Sl. No | Name | Role | CTC in LPA |
|--------|-----------------------|---------------------|------------|
| 1 | Manikandan R | Marketing Associate | 2.6 |
| 2 | Manjula Venkateswarlu | Marketing Associate | 2.6 |
| 3 | Manjunath Teja N | Marketing Associate | 2.6 |
| 4 | Manoj H E | Marketing Associate | 2.6 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Marketing Associate | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 156000 |
| 2 | House Rent Allowance | 62400 |
| 3 | Special Allowance | 41600 |
| 4 | Total Compensation | 260000 |

V. Business Development Specialist

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|---------------------------------|------------|
| 1 | ANUSHA V | Business Development Specialist | 2.8 |
| 2 | Ibrahim Mohamed Omar | Business Development Specialist | 2.8 |
| 3 | KRUTHIKA M R | Business Development Specialist | 2.8 |

| Compensation Break up | | |
|-----------------------|---------------------------------|-----------------|
| Position | Business Development Specialist | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |
| | | |

VI. Training Relationship Manager

| Sl. No | Name | Role | CTC in LPA |
|--------|------------------------------------|------------------------------|------------|
| 1 | Kiran M | Trainee Relationship Manager | 3 |
| | | | |
| 3 | Pradeep Kumar | Trainee Relationship Manager | 3 |
| 4 | Rahul Koudal | Trainee Relationship Manager | 3 |
| 5 | Ranjith S D | Trainee Relationship Manager | 3 |
| 6 | Alam Nikesh | Trainee Relationship Manager | 3 |
| 7 | Amulya T C | Trainee Relationship Manager | 3 |
| 8 | Chejarla Venkata Vidya Sagar Reddy | Trainee Relationship Manager | 3 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Trainee Relationship Manager | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 180000 |
| 2 | House Rent Allowance | 72000 |
| 3 | Special Allowance | 48000 |
| 4 | Total Compensation | 300000 |

VII. Branding Executive

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|--------------------|------------|
| 1 | Bandee Vamsi Krishna | Branding Executive | 2.8 |
| 2 | Bhimesh | Branding Executive | 2.8 |
| 3 | Charchitha N Behura | Branding Executive | 2.8 |
| 4 | Kumar V | Branding Executive | 2.8 |
| 5 | Megha R | Branding Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Branding Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

We have reviewed their academic records, conducted thorough interviews, and are confident that they possess the necessary skills and qualities required to contribute to our company's success.

We will be sharing the individual offer letters for each of the selected candidates with copies marked to you.

We request you to kindly inform us about their examinations and the expected date they will be able to join our organization. We will plan their joining dates accordingly.

We would like to express our gratitude to you and your team for your cooperation and support throughout the recruitment process. It has been a pleasure working with your institution, and we hope to continue this partnership in the future.

Thank you once again for your valuable assistance.

Yours Sincerely,

For Bizotic Talent Solutions Private Limited

Ramyashree S



Ramyshree S
Head of Finance & Operations

2019-18 - 103 113



Corp Office: Unit No.101, B-9, K Raheja Mind space IT Park, Madhapur, Hyderabad -500 081 • Ph. +91 40 40072112 • www.neudesic.com

18 December 2018

Pradeep G

Employment offer

Dear Pradeep G, NDSC18TR2018/04

We are very happy that you have approached us, "Neudesic" for employment. As a result of our recent discussions and after careful consideration, we would like to extend an offer of employment to you as **Associate Consultant** if you choose to accept this offer before **20 December 2018**. Your date of joining would be on or before 31 December 2020 and will be intimated to you after the successful completion of your current educational program. The compensation and terms of employment are set forth below:

Your compensation will be **INR 360000/- per annum**, (compensation structure given in Annexure I), less taxes and deductions as applicable by the Govt. of India for all required withholdings, and paid in accordance with the Company's normal payroll procedures. Your compensation will be paid monthly basis.

Our work culture is informal and we try to encourage self-motivated individuals. We will try and make every effort to ensure that you have an atmosphere that brings out the best in you. As a responsible employee, you would be required to work not less than 45 hours per week. As a company employee, you will be required to follow the corporate rules and policies. You may not disclose confidential company information to unauthorized third parties.

We have prepared a formal Employment Agreement for your review and acceptance which details the complete terms of your employment with Neudesic available in Annexure II. This letter and the Employment Agreement form the complete and exclusive statement of employment between you and the Company. These employment terms supersede any other agreements, understandings, promises, or communications, written or oral, by or on behalf of the Company. The terms and conditions of your employment will be in accordance with the Company's policies and procedures which you are required to peruse before joining.

If you choose to accept this offer of employment, please revert to our mail within 2 days confirming your acceptance. We hope you accept this offer and we look forward to working with you.

Sincerely,

Ishita Panda
Manager, Human Capital Management
Neudesic Technologies Private Limited

EMPLOYEE STATEMENT:

I agree with and accept the terms set forth in this letter.

Print Name

Signature

Date



#15, 3rd Main, 3rd Cross, Maruthi Nagar, Shreyas colony, JP Nagar 7th Phase - 560078

To,
The Placement Officer
REVA University
Bangalore - 560064

Date: 15th March, 2018

Respected Sir,

We are pleased to inform you that our company has successfully completed the recruitment process for the current academic year at your esteemed institution. We are happy to announce that we have identified some exceptional talent and would like to extend job offers to the selected students. The roles and the students selected against each role along with the compensation break up is as under:

I. Process Executive Role

| Sl. No | Name | Role | CTC in LPA |
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| 3 | C Sai Prathik Reddy | Process Executive | 2.8 |
| 4 | C Sumanjali | Process Executive | 2.8 |
| 5 | Hema B R | Process Executive | 2.8 |
| 6 | Kavya V | Process Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Process Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
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| 2 | Poojarani | Sales trainee-L&D | 2.4 |
| 3 | Rohith M Nayak | Sales trainee-L&D | 2.4 |
| 4 | Shruti | Sales trainee-L&D | 2.4 |
| 5 | Siddanthi Narasimham Vikram Simha | Sales trainee-L&D | 2.4 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Sales Trainee L & D | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
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| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------|----------------|------------|
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| 2 | Kavya Patil | Verbal Trainer | 2.8 |
| 3 | Nidhi Kumari | Verbal Trainer | 2.8 |
| 4 | Rohan Nagaraj Kora | Verbal Trainer | 2.8 |
| 5 | Saquib Shaik | Verbal Trainer | 2.8 |
| 6 | Sharada N.S | Verbal Trainer | 2.8 |
| 7 | Swathi K V | Verbal Trainer | 2.8 |
| 8 | Ankitha B C | Verbal Trainer | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Verbal Trainer | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
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| Sl. No | Name | Role | CTC in LPA |
|--------|-----------------------|---------------------|------------|
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| 2 | Manjula Venkateswarlu | Marketing Associate | 2.6 |
| 3 | Manjunath Teja N | Marketing Associate | 2.6 |
| 4 | Manoj H E | Marketing Associate | 2.6 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Marketing Associate | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
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| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|---------------------------------|------------|
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| 2 | Ibrahim Mohamed Omar | Business Development Specialist | 2.8 |
| 3 | KRUTHIKA M R | Business Development Specialist | 2.8 |

| Compensation Break up | | |
|-----------------------|---------------------------------|-----------------|
| Position | Business Development Specialist | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
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| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |
| | | |

VI. Training Relationship Manager

| Sl. No | Name | Role | CTC in LPA |
|--------|------------------------------------|------------------------------|------------|
| 1 | Kiran M | Trainee Relationship Manager | 3 |
| 2 | Poornima S | Trainee Relationship Manager | 3 |
| | | | |
| 4 | Rahul Koudal | Trainee Relationship Manager | 3 |
| 5 | Ranjith S D | Trainee Relationship Manager | 3 |
| 6 | Alam Nikesh | Trainee Relationship Manager | 3 |
| 7 | Amulya T C | Trainee Relationship Manager | 3 |
| 8 | Chejarla Venkata Vidya Sagar Reddy | Trainee Relationship Manager | 3 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Trainee Relationship Manager | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 180000 |
| 2 | House Rent Allowance | 72000 |
| 3 | Special Allowance | 48000 |
| 4 | Total Compensation | 300000 |

VII. Branding Executive

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|--------------------|------------|
| 1 | Bandee Vamsi Krishna | Branding Executive | 2.8 |
| 2 | Bhimesh | Branding Executive | 2.8 |
| 3 | Charchitha N Behura | Branding Executive | 2.8 |
| 4 | Kumar V | Branding Executive | 2.8 |
| 5 | Megha R | Branding Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Branding Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
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| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
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We have reviewed their academic records, conducted thorough interviews, and are confident that they possess the necessary skills and qualities required to contribute to our company's success.

We will be sharing the individual offer letters for each of the selected candidates with copies marked to you.

We request you to kindly inform us about their examinations and the expected date they will be able to join our organization. We will plan their joining dates accordingly.

We would like to express our gratitude to you and your team for your cooperation and support throughout the recruitment process. It has been a pleasure working with your institution, and we hope to continue this partnership in the future.

Thank you once again for your valuable assistance.

Yours Sincerely,

For Bizotic Talent Solutions Private Limited

Ramyashree S



Ramyshree S
Head of Finance & Operations

2017-18 - 61



Khykha Court, 1st Floor, No.5,
1 Cross, Madiwala, Hosur Road,
Bengaluru, Karnataka 560068.
www.intellipaate.com
PH: 070223 74614

Date: 31st January 2018

FORM 'A'

To,

Pradeep S
Bangalore

Dear Pradeep S, INTLPTSS31072018/14

We are pleased to forward you the Offer Letter attached herein and would like to formally welcome you to the growing IntelliPaat family.

We are sure that you have had sufficient opportunity to understand in detail about your job role and about the organization. We would be glad to provide you with further clarification if you need it.

You are required to report for duty at our Bangalore office. The address of our office is as follows:

Address: 1st Floor, Khykha Court-I, No.5,

1st cross, Madiwala, Hosur Road,

1st cross Rd, Bengaluru, Karanataka-560068

We are in the process of building a robust organization, wherein professionals would find full satisfaction of working in an interesting, challenging and fruitful job environment. In this connection, we are eagerly looking forward to your contributions to the IntelliPaat family as a valued employee soon.

Kindly return the duplicate copy of the appointment letter, duly signed, as a token of your acceptance of the same

We look forward to a mutually beneficial and long lasting relationship with you.

Yours Truly,

For IntelliPaat Software Solutions Private Limited

Anisha Goyal

Talent Acquisition Specialist

ICICI Securities

January 16, 2018

To,

Prajwal K M

Reva Institute of Technology and Management

Rukmini Knowledge Park, Kattigenahalli, Yelahanka,

Near Border Security Bustop, Bengaluru, Karnataka-560064

Offer Letter

Dear Prajwal K M,

Further to the discussion we had, we are pleased to offer you an employment as "Senior Relationship Manager-MFA" at a fixed pay of Rs 3,50,000 per annum in our Mutual Fund Department and at Bangalore Region. You will be on probation for a period of six months or such extended period as may be decided by the company.

You shall be required to join the Company tentatively during the period of May 2018 to October 2018 at the above mentioned location. Your actual date of joining & induction plan will be communicated to you at least 15 days before your joining through your placement coordinator. Your detailed letter of appointment mentioning terms and conditions of the employment will be provided on your joining. Please note that this offer of employment is subject to successful completion of your course and to your acquiring knowledge specified by competent authorities from time to time. You are also required to complete and submit your NISM Series V-A (Mutual Fund Distributors Certification) on or before your date of joining. This offer may be discontinued without any further notice if you fail to fulfill the criteria stated above or any irregularities are found.

Your fixed pay details are enclosed herewith in Annexure 1.

For any further details you may get in touch with your Regional HR Manager- Madhuri S on 022-40701290 or drop an email at madhuri.shyamdasani@icicisecurities.com. Please acknowledge the offer by accepting a copy of this letter for our official records.

Yours truly,

For ICICI Securities Ltd

Sweta Mishra

Chief Manager - Human Resources

Member of National Stock Exchange of India Ltd. & Bombay Stock Exchange Ltd.
Capital Market : NSE Regn. No. INF 230773037; BSE Regn. No. INF 01286854
Futures & Options : NSE Regn. No. INF 230773037; BSE Regn. No. INF 010773035
Currency Derivatives : NSE Regn. No. IWE 230773037
CIN No.: U67120MH1995PLC086241

ICICI Securities Limited
Registered Office (Institutional):
ICICI Centre, H. T. Parekh Marg,
Churchgate, Mumbai 400 020, India.
Tel (91 22) 2288 2460/70
Fax (91 22) 2288 2445

Corporate Office (Retail):
Shree Sawan Knowledge Park, Plot No. D-507,
T.T.C. Ind. Area, M.I.D.C. Turbhe, Navi Mumbai - 400 705
Tel (91 22) 4070 1000
Fax (91 22) 4070 1022

Name of Compliance Officer (Broking Operations) : Ms. Mamta Jayaram Shetty
Email Address: complianceofficer@icicisecurities.com / Tel (91 22) 4070 1000
Website Address: www.icicisecurities.com / www.icicidirect.com



Handwritten notes: Dean - PRT, AM, 19/1/18, and a circular stamp of Reva Institute of Technology and Management.

Handwritten note: Dean, TPD

Annexure 1

| REMUNERATION DETAILS | | |
|---|-----------------------------------|-----------------|
| NAME | Prajwal K M | |
| JOB TITLE | Senior Relationship Manager - MFA | |
| GRADE | E | |
| | | |
| Components | Monthly | Annually |
| Basic | 10,208 | 122,500 |
| HRA | 5,104 | 61,250 |
| Transport Allowance | 1,600 | 19,200 |
| Medical Reimbursement | 1,250 | 15,000 |
| Leave Travel Assistance | 2,126 | 25,521 |
| Personal Pay | 7,652 | 91,829 |
| | | |
| Retiral Benefits | | |
| Employer's Contribution to PF | 1,225 | 14,700 |
| | | |
| Total Fixed Pay | 29,166 | 350,000 |
| ** Gratuity is payable after completion of 5 years of continuous service. | | |

ECE
EMC



May 8, 2018

Prajwal N
31, 4th cross Santosh nagar, Attur post, Yelahanka
Bangalore 560064
India

Private & Confidential

Dear Prajwal,

Congratulations, and welcome to Dell!

We are pleased to extend our offer of employment to Prajwal N (employee hereafter "you/your") with EMC INDIA S/W & SERV PVT ("the Company") conditional on the successful completion of the Company's Background Checks, and subject to the attainment of work permit, employment pass or employment visas, as may be applicable.

Your title will be Associate Sales Engineer Analyst at career level Individual Contributor 15, reporting to Abhinay Kumar (1011891), Manager 2, Sales Engineer Analyst. Your start date is June 18, 2018. You will be based at our offices in Bangalore, India.

Orientation

A member of our Onboarding team or Talent Acquisition team will be in contact with you prior to your joining date to assist you with your onboarding experience.

EMC Software and Services India Private Limited
Bagmane Developers Private Limited - SEZ, Marathahalli Ring Road, Doddanekkundi Village, Bengaluru - 560037, India
Phone: +91 80 67375000 / 40025000 Fax: +91 80 67376000 / 40026000

Regd. Office: #112,113, Akruti Sankul, Opp Janata Sahakari Bank, Tilak Road, Sadashivpeth, Pune - 411 030
CIN: U72900PN1999PTC01372A
www.emc.com

2019-18 - 57

Date: 31st January 2018

FORM 'A'

To,

Prajwal S
Bangalore

Dear Prajwal S, INTLPTSS31072018/110

We are pleased to forward you the Offer Letter attached herein and would like to formally welcome you to the growing Intellipaat family.

We are sure that you have had sufficient opportunity to understand in detail about your job role and about the organization. We would be glad to provide you with further clarification if you need it.

You are required to report for duty at our Bangalore office. The address of our office is as follows:

Address: 1st Floor, Khykha Court-I, No.5,

1st cross, Madiwala, Hosur Road,

1st cross Rd, Bengaluru, Karanataka-560068

We are in the process of building a robust organization, wherein professionals would find full satisfaction of working in an interesting, challenging and fruitful job environment. In this connection, we are eagerly looking forward to your contributions to the Intellipaat family as a valued employee soon.

Kindly return the duplicate copy of the appointment letter, duly signed, as a token of your acceptance of the same

We look forward to a mutually beneficial and long lasting relationship with you.

Yours Truly,

For Intellipaat Software Solutions Private Limited

Anisha Goyal
Talent Acquisition Specialist



May 8, 2018

Prajwal N
31, 4th cross Santosh nagar, Attur post, Yelahanka
Bangalore 560064
India

Private & Confidential

Dear Prajwal,

Congratulations, and welcome to Dell!

We are pleased to extend our offer of employment to Prajwal N (employee hereafter "you/your") with EMC INDIA S/W & SERV PVT ("the Company") conditional on the successful completion of the Company's Background Checks, and subject to the attainment of work permit, employment pass or employment visas, as may be applicable.

Your title will be Associate Sales Engineer Analyst at career level Individual Contributor I5, reporting to Abhinay Kumar (1011891), Manager 2, Sales Engineer Analyst. Your start date is June 18, 2018. You will be based at our offices in Bangalore, India.

Orientation

A member of our Onboarding team or Talent Acquisition team will be in contact with you prior to your joining date to assist you with your onboarding experience.

EMC Software and Services India Private Limited
Bagmane Developers Private Limited - SEZ, Marathahalli Ring Road, Doddanekkundi Village, Bengaluru - 560037, India
Phone: +91 80 67375000 / 40025000 Fax: +91 80 67376000 / 40026000

Regd. Office: #112,113, Akroti Sankul, Opp Janata Sahakari Bank, Tilak Road, Sadashivpath, Pune - 411 030
CIN: U72900PN1999PTC013724
www.emc.com

**Core Business Hours**

Your working hours shall be the number of hours as the Company may from time to time deem appropriate and as may be necessary to achieve the purposes of the Company (inclusive of a lunch break). Please take note that certain functions such as Sales, Technical Support, Manufacturing, Information Services require staggered/shift hours.

Place of Work

Your usual place of work will be at Bangalore, India. However, the company reserves the right at its discretion, and by this contract you hereby agree, to change your place to work, either on a temporary or permanent basis, to any other place where it now conducts or at some future date, may conduct its business or part of its business. Except at the discretion of the Company you will not be compensated or reimbursed for the costs involved in such relocation. You may be required to work at or from any office, branch or location of the Company or any client of the Company, as the need arises, which you agree to do so. In the event of you working in the premises of any other Company you shall comply with all Regulations and Codes of Conduct and legislative restrictions and requirements applicable in the workplace of any Company that you may be assigned to. Any breach of such legislation, Regulations or Codes of Conduct shall be deemed a serious breach of discipline and may result in dismissal.

Compensation

We are pleased to offer you a compensation package consisting of the following element(s):

Base Salary, of 480,005.00 per annum.

Base salary is comprised of Basic and Basket of allowances. Basic is 192,002.00. Basket is 288,003.00 INR Annual.

*The Basket of Allowances includes components such as HRA and LTA. You may be eligible for all the allowances or a combination of them, depending on other factors including your job grade. Please contact HR Staffing for further details regarding the components you are eligible for and the limits there under that are applicable to you.

Retirals

Retirals is comprised of PF and Gratuity. PF is 12% Annual. Gratuity is 4.81% Annual.

*****Gratuity**: Payment of Gratuity would be as per the criteria set out in the Payment of Gratuity Act



****PF contribution: If your basic salary is less than INR 15000 per month, then for the purpose of PF computation and contribution, the sum total of basic salary, conveyance and undeclared portion of the basket of allowances (BOA) will be considered up to the extent of INR 15,000 per month.

Illustration: If your monthly basic salary in the salary table above is INR 6000, conveyance is INR 800 and your undeclared BOA is INR 2,000, then PF = 12% of 8800 which amounts to 1056. Employer and Employee contribution to PF will be 1056.

You will be entitled to all employee benefits including benefits through Employee Welfare Fund which is a contributory fund in which you will be a member of. There will be a standard deduction of Rs 200/- per month or such other amounts as decided from time to time towards contribution to the Employee Welfare Fund.

Incentive Bonus Plan

You will be eligible for an annual bonus of 5% of your base salary on terms that may vary, depending upon the Company's financial results and attainment of strategic corporate initiatives. You will be eligible to participate in the bonus program on a pro-rated basis, calculated from your start date. The Company reserves the right to vary the terms and amount of your bonus, depending upon your performance, the company's financial results and attainment of strategic corporate initiatives. The terms of the Bonus Plan are subject to annual re-evaluation and modification by the Company. The bonus is paid after the end of the Company's fiscal year. You must be actively employed at time of payment in order to earn and receive the bonus.

Total Target Cash will be INR504,005.25 plus Retirals per annum.

Your salary will be paid each **month** via Electronic Funds Transfer to the bank account nominated by you. We will advise you of the relevant date of payment.

Benefits

The Company offers a variety of benefits to assist you and your family. You will enjoy all benefits in accordance with the Company's prevailing policy and practice. A summary of these benefits will be made available for your access after onboarding. The Company reserves the right, at its absolute discretion, to vary or amend the terms of any benefit or existing benefit policy offered in accordance with applicable local law.



Probation

Your first **6 months** of service will be of a probationary nature. The Company may waive or reduce the probation period at its discretion. You are deemed to have successfully completed your probationary period after 6 months unless otherwise informed in writing by the Company. For a person whose immediate previous employment is with any of the Dell group of companies, this clause shall not be applicable.

Notice Period and Termination

During the probationary period, your employment may be terminated by either party at any time by giving to the other party written notice of not less than **30 days** or salary in lieu thereof at the sole discretion of the Company.

Upon satisfactory completion of probation, your employment may be terminated by either party at any time by giving to the other party **60 days** written notice prior to the termination date or salary in lieu at the sole discretion of the Company.

Notwithstanding the above, the Company reserves the right at all times to terminate your employment (including employment during your probationary period) forthwith without notice or payment in lieu of notice if you are involved in gross negligence, misrepresentation, serious misconduct, a breach of any Dell policy including but not limited to the Code of Conduct; or commit any act of fraud or dishonesty or any criminal offense. In such an event, without prejudice to the Company's rights at law and/or under other provisions of this letter, the Company shall pay only salary earned by you up to the date of termination.

In the event of termination of services, you agree and authorize the Company to offset payment of any pro-rated allowance advances, and any other sums due to the Company to the extent permitted by law, against salary due and to withhold amounts that may be required by the relevant authorities. You will also be required to promptly deliver to Dell all originals and copies of materials, documents and property of Dell which are in your possession or control.

**Restraint:**

In addition, for a period of one year after termination of employment with the Company, you shall not approach or communicate with any customers of the Company, nor solicit or endeavor to take away from the Company, the business or any customers or clients of the Company. You further agree not to, for a period of [one year] after termination of employment with the Company, approach any employee of the Company or communicate with any employee of the Company with the effect of enticing, or attempting to entice any employee away from the Company.

Code of Conduct

The company's Code of Conduct sets out the standards of business conduct to which all employees are expected to adhere. We take our Code of Conduct very seriously in order to maintain the highest possible standard of ethics. Failure to adhere to the Code of Conduct is a disciplinary offence and may result in dismissal. A copy of the Code of Conduct shall be given to you in your Employee Orientation Program on joining. If you require a copy of any of the company's Code of Conduct before signing this employment contract please contact your Recruiter (i.e. signatory on this employment contract).

You should comply with the legal requirements of each country in which the Company conducts business and shall employ the highest ethical standards in your dealings. Use of any company assets for unlawful purposes is strictly prohibited.

In the event of you working in the premises of any other Company you shall comply with all Regulations and Codes of Conduct and legislative restrictions and requirements applicable in the workplace of any Company that you may be assigned to. Any breach of such legislation, Regulations or Codes of Conduct shall be deemed a serious breach of discipline and may result in dismissal.

**Data Protection**

will obtain, hold and use personal data relating to you in the context of your employment, including, but not limited, your name, number, cost centre, address, emergency contact details (e.g. home telephone number), educational details/history/qualifications and employment history, proof of right to work, any director or officer posts held, outcomes of any pre-employment screening, salary information including details on commissions bonuses and profit share, pension, stock option rights and details related thereto as well as additional benefit details, job description, job level, job grade, performance plans and performance rating details including sales and margin targets and achievements, Individual Work history.

The purposes of such processing are to administer and manage the employment relationship we have with you, and may include disaster recovery data duplication, administering and maintaining personnel records (includes sickness and other absence records), assessing fitness for work, paying and reviewing salary, bonus, profit share and other benefits (if any), providing and administering benefits such as pension, stock purchase and stock option programmes, life, health and medical insurance, analysing sales and sales related activity, career and succession planning, performance appraisals and reviews, employee development and training, resources and skills allocation, regulatory and legal compliance, carrying out activities related to compliance with the company's policies and procedures, providing references and information to future employers, governmental and regulatory agencies (includes tax, social security authorities) in a take-over or merger, providing information to a future purchaser or potential purchaser of or any part of 's business or a potential or future service provider as part of due diligence. You hereby consent to such data processing by , any other . company or any third party charged with providing services, information or benefits related to the employment and you further consent to transfer of data to a company or third party even if such company or third party is situated outside India in a country which does not offer a level of data protection compared to the level applied in India. will put in place adequate safeguards with such third parties to ensure an adequate level of data protection.

Confidentiality Obligation

You will not use, publish, misappropriate or disclose any "Confidential or Proprietary Information", during or after your employment, except as required in the performance of your assignment for the Company or as authorized in writing by the Company. Such Information shall include what you learn or originate during your employment which is not available or readily ascertainable from public sources, and includes such information disclosed by others in confidence to the Company. If in doubt, you will promptly consult your supervisor. Confidential and Proprietary Information includes, but is not necessarily limited to, the information described in sub-paragraphs below.



- a) Computer products, Company processes and device strategies planned or under development, including device specifications, system architecture, logic designs, circuit implementations and plans for unannounced and announced products;
- b) Software products in use, planned or under development, including operating systems adaptations or enhancements, language compilers, interpreters and translators, system design and evaluation tools, and application programs;
- c) Information relating to Company employees; actual and anticipated relationships between the Company and other companies; sales levels, profit levels, pricing and other unpublished financial data; and budget, staffing, compensation, equipment and related plans;
- d) Information relating to the Company's customer and vendor relationships. This includes performance requirements, development and delivery schedules, device and product pricing and quantities, and other information communicated to the Company by customers or vendors.

You will not use in your work or disclose to the Company any confidential or proprietary information of a third party unless the Company first receives written authorization from the third party allowing the use or disclosure of such information and unless the Company agrees in writing to receive such information on terms acceptable to the Company. You will abide by the restrictions imposed on the disclosure and use of such third party information.

You acknowledge that a violation of the provisions of this Agreement dealing with Confidential and Proprietary Information and Intellectual property may cause significant harm to the Company and that remedies at law may be inadequate to protect against a breach of such provisions. Accordingly, you agree that the Company shall be entitled, in addition to any other relief available to it, to the granting of injunctive relief without proof of actual damages or the requirement to establish the inadequacy of any of the other remedies available to it. You agree not to assert any defense in proceedings regarding the granting of any injunction or specific performance based on the availability to the Company of any other remedy.

For a period of one (1) year after leaving the Company's employment, you will give written notice to the new employer of your obligations regarding Intellectual Property, Confidential and Proprietary Information. For a period of one (1) year after termination of this Contract for whatever cause, you shall not solicit or endeavor to take away from the Company the business of any customers or clients of the Company.

**Intellectual Property and Copyright**

While you are an employee of the Company, you will promptly disclose to the Company, all Intellectual Property developed by you, solely or jointly with others, in the course of your employment. Intellectual Property includes each discovery, idea, improvement, or invention you create, conceive, develop or discover, alone or with others, which relates to the Company's business or results from the use of the Company's equipment, supplies, facilities, or information. All Intellectual Property, in whatever form, is the Company's property. You will assign to and agree to assign to the Company and its nominees, without additional compensation, all of your worldwide and perpetual rights in Intellectual Property. You will assist the Company in all ways, including giving evidence and executing any documents deemed helpful or necessary by the Company to establish, perfect, and register worldwide, at the Company's expense, such rights in Intellectual Property. You will not do anything in conflict with the Company's rights in Intellectual Property and will cooperate fully to protect Intellectual Property against misappropriation or infringement by third parties. If you come across any cases of infringement of the rights of the Company in its Intellectual Property, you will promptly notify the Company of such infringement and assist the Company in all ways to protect its Intellectual Property.

You hereby agree that the Company will be the copyright owner in all works of every kind and description created or developed by you, solely or jointly with others, in connection with any employment with the Company. If requested to, and at no further expense to the Company, you will execute in writing any acknowledgments or assignments of copyright ownership of such Copyrightable Works as may be appropriate for preservation of the worldwide and perpetual ownership in the Company and its nominees of such copyrights.

You further agree that the Company may use your name, voice, picture or likeness in the Company's advertising, training advertisement and other materials without payment or separate compensation to you both during and following your employment with the Company.

On the date your employment with the Company ends, you will promptly deliver to a designated representative of the Company all originals and copies of all materials, documents and property of the Company which are in your possession or control. You will also cooperate in conducting exit interviews with a designated representative of the Company. The purpose of the exit interviews will be to review confidential and proprietary information known or possessed by you and to confirm the Company's rights regarding non-solicitation, the protection of the confidential and proprietary information and the disclosure to the Company and its ownership of intellectual property.



Export Compliance

You will not export or otherwise transfer out of India or release to any person, Controlled Technology or Software, during or after employment with the Company, except as authorized in writing by the Company. Controlled Technology or Software is technology or software controlled under the U.S. Export Administration Regulations and includes, but is not limited to:

- Confidential and Proprietary Information of the type described in paragraph 4(a) above, to the extent that such information is not otherwise publicly available;
- Technical information of , its affiliates, its customers or other third parties that is in use, planned, or under development, such as but not limited to: manufacturing and/or research processes or strategies (including design rules, device characteristics, process flow, manufacturing capabilities and yields); computer product, process and/or devices (including device specification, system architectures, logic designs, circuit implementations); software product (including operating system adaptations or enhancements, language compilers, interpreters, translators, design and evaluation tools, and application programs); and any other databases, methods, know-how, formulae, compositions, technological data, technological prototypes, processes, discoveries, machines, inventions, and similar items;
- Information relating to future plans of , its affiliates, its customers and other third parties, such as but not limited to: marketing strategies; new product research pending projects and proposals; proprietary production processes; research and development strategies; and similar items.
- Release includes disclosure to any person, oral exchange, and application to situations abroad of personal knowledge or technical experience. If you have any doubts regarding whether particular information is Controlled Technology or Software, please consult your manager, 's Legal Department, or 's Export Compliance Organization.

Training: The Company may also send you abroad for the purpose of specific skills training relevant to your employment with the Company. If your employment with the Company ends for any reason within the first twelve (12) months of you being sent abroad for specific skills training, you will repay to the Company, all of the costs paid to you or incurred on your behalf for this training.

The company reserves the right to review the skills required to perform the job, and may introduce new trainings and certifications needed to impart the new skills and ways to measure the same. You shall undergo such trainings and certifications when needed and continue to successfully upgrade your skills and capabilities needed to perform the job effectively at expected levels.

Recovery of dues: In the event of any financial recovery to be made from you, the Company shall also be entitled to offset payment of any prorated allowance advances against salary due and to withhold amounts that may be required by relevant authorities. These repayment obligations cannot be waived except by a written communication by the Company.



Secondary employment and outside business ventures: While in the employment of the Company, you shall not undertake employment with any other Company on a temporary or part-time basis or offer your services with or without pay to any person, legal entity or public authority or to be occupied in your own business without the prior written consent of the Company.

Correctness of Information: This appointment is based on the information supplied by you in your application for employment. This appointment will be treated as "null and void" if any material error, in the management opinion, is discovered and/or due to non-disclosure of relevant information about you, to the company.

Service rules: For all other matters, not specified herein, you shall be governed by the company's policies, conditions of service, service rules and amendments made and communicated from time to time.

Retirement

You shall retire on the attainment of sixty two (62) years unless specifically communicated by the company in writing to continue in service beyond this age.

Regards.

A handwritten signature in black ink that reads "S. Gangadhar".

Gangadhar Salimath
Senior Manager, Talent Acquisition



Confirmation of Acceptance

I, Prajwal N, confirm that I have read, understood and accept the terms and conditions of employment with Dell. I authorize the Company to make deductions from my wages pursuant to clause "remuneration" of this agreement.

I confirm that I will commence employment with Dell on 18 Jun, 2018.

9/05/18

Prajwal N

Date

We have partnered with a vendor to enable you to review and accept employment related documents electronically in an efficient, secure and protected manner. The documents are encrypted. Your electronic signature cannot be changed once signed. You will be able to print out full copies of your signed documentation for your records. Within each document, the system will guide you to all relevant sections which need to be completed and signed.

Electronic is our preferred, and most efficient, method for managing the documentation. However, if you prefer, you can print and sign all of the documents, and scan and email the originals to Niraj Pandey / Niraj.Pandey@Dellteam.com. If you need to return the documentation in a different manner, please let your recruiter know.



Annexure

Notice Period Buyout

The Company will pay for your Notice pay recovery if any, as agreed during the HR interview. If my employment ends within the first 12 months of my hire date*, either due to my resignation (regardless of the reason) or because terminates the employment for cause (as determined by at its sole discretion), I will be required to repay to the entire notice period that has been bought out by at the time of my joining. Gross up on notice period buyout will be done on a case to case basis depending on the tax treatment availed in the previous employment/s. You need to submit the necessary document in support of Notice Period Buyout claim.

*** Hire Date shall mean the date of transfer in case of current employees who have opted for a personal transfer and the date of joining in case of new hires.**

I agree that the repayment amount for any of the categories as detailed above will become fully due and payable upon my termination of employment. I hereby authorize , to the full extent allowed by law, to deduct the repayment amount for any of the categories as detailed above from any monies owed to me by , including, but not limited to: wages, final paycheck, reimbursement for expenses, payment for unused benefits, refunds of contributions to benefit plans or programs, and/or any other sums payable to me by .

Prajwal N

09/05/18

Prajwal N

Date

Date: 12/04/2018

Dear Pranaya Y C,

Sub: Offer letter

A very Warm WELCOME to KPIT Family!

We are excited to have you as a part of **KPIT Technologies Ltd.** ("Company") and we believe that you can use your skills and talent in making our company reach new heights.

Welcome onboard new buddy!

Our goal At KPIT:

To achieve a leadership position in our business by becoming the 1st choice of our customers.

People are what make this industry tick. Then be it senior managers, key decision makers, or fresh out-of-college graduates. In fact many of our present top performers started out in KPIT as trainees, who have over the years grown into leaders and tech experts!

We truly believe that you would prove to be an asset to KPIT Family.

With reference to the discussions that we had with you, we are pleased to offer you a position of **Trainee** in **KPIT Technologies Ltd.** ("Company").

Your compensation package will be as below -

| S.No. | Amount | Details |
|-------|------------------|--|
| 1) | INR. 3,25,000 PA | Upon Successful Completion of KPIT Elective (If Applicable). |

Please note that, all statutory deductions as may be applicable, will be effective from the date of joining. You are required to produce the supporting documents of investment proofs in order to get the Income Tax benefit. After joining you may undergo formal training and on-the-job assignments, and successful completion of this training, if applicable is mandatory to continue your employment.



Culture at KPIT!

- KPIT has open door policy which makes the work culture transparent and easy to approach
- It always gives opportunities and challenges beyond your current role to prove yourself and achieve greater heights
- KPIT has an open culture, a great work environment, and offers a sense of belonging to employees, which is conducive to future growth.
- KPIT is the perfect place for someone looking for a challenging, fast growing environment with opportunities to take on bigger responsibilities and learn cross functional skills

| Components | Amount (in INR) |
|---|-----------------|
| Basic Salary | 96,000 |
| House Rent Allowance | 48,000 |
| Conveyance | 19,200 |
| Monthly Bonus | 19,200 |
| Employer's contribution to Provident Fund | 11,520 |
| India Allowance | 36,500 |
| Flexi Basket* | 0 |
| Additional Allowance | 94,580 |
| Fixed Compensation** | 325,000 |
| Total Target Compensation | 325,000 |
| Other Benefits* | 9,318 |
| Cost to Company | 334,318 |

Note: All the amount mentioned above are per annum.

* The details for Flexi Basket and Other Benefits Component have been mentioned in Annexure B.

** Fixed compensation is payable subject to adherence of all applicable policies of the organization.

ANNEXURE B

| Components | Amount (in INR) |
|---|-----------------|
| Hostel Allowance | 0 |
| Meal Allowance | 0 |
| Professional Development Reimbursement | 0 |
| Medical Allowance | 0 |
| Children's Education Allowance | 0 |
| Employer's contribution to NPS | 0 |
| Leave Travel Assistance | 0 |
| Flexi Basket* | 0 |
| Notional Provision for Statutory Gratuity** | 4,618 |
| Employer's contribution to Insurance Premium*** | 4,700 |
| Employer's contribution to ESIC | 0 |
| Special Benefits | 0 |
| Other Benefits | 9,318 |



Offer: Computer Consultancy
Ref: TCSL/CT20172332458/Bangalore
Date: 10/01/2018

Mr. Prashant Yadav
47, Shankar Engg Enterprises 5th Cross,
Kg Halli, Jalahalli West,
Bengaluru-560015,
Karnataka.
Tel# -

Dear Prashant Yadav,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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TCSL/CT20172332458

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COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to 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 ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Conveyance Allowance

You will be eligible for a conveyance allowance of ₹800/- per month.

3. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or 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.

4. Sundry Medical Reimbursement

You will be eligible for reimbursement of sundry medical expenses incurred by you for you and your family. You are eligible for ₹6,000/- per annum or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail tax benefit you may submit medical bills for the same at the end of each calendar quarter. At the end of the financial year, the unavailed amount will be taxable.



5. Personal Allowance

You will be eligible for a monthly personal allowance of of ₹6,270/- per month. This component is subject to review and may change as per TCSL's compensation policy.

6. 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 Initial Learning Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.



OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹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.

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TATA CONSULTANCY SERVICES

WYDEHI 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



Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expense-s towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.



2. Disclaimer

Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.



6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.



11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.



15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Permanent Account Number (PAN) Card
You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
- An affidavit/notarised undertaking stating:
*There is no criminal offence registered/pending against you



*There is no disciplinary case pending against you in the university

*If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) at our offices, as identified, for such period as TCSL may decide. The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.



Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCSL Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

| | |
|-----------------------|---|
| Name | Prashant Yadav |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|----------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 10,200 | 1,22,400 |
| Bouquet Of Benefits # | 13,000 | 1,56,000 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,224 | 14,688 |
| Gratuity | 490 | 5,887 |
| Total of Annual Components & Retirals | 1,715 | 28,475 |
| Retention Incentive | NA | 0 |
| TOTAL GROSS | 27,415 | 3,36,875 |

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

| Component Category | Monthly | Annual |
|----------------------------------|----------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Conveyance Allowance | 800 | 9,600 |
| Leave Travel Assistance | 850 | 10,200 |
| Sundry Medical Reimbursement | 500 | 6,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 6,270 | 75,240 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |



Annexure 2

Regional Offices

| | |
|--|---|
| <p>Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601</p> | <p>Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114</p> |
| <p>Chennai Lead- Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555</p> | <p>Delhi Lead-Talent Acquisition Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735</p> |
| <p>Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222</p> | <p>Kolkata Lead-Talent Acquisition TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003</p> |
| <p>Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001</p> | <p>Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190</p> |
| <p>Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107</p> | <p>Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499</p> |



Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.



2. Retainer/Consultant's Obligations

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of Retainer/Consultant-ship, the Retainer/Consultant agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

The Retainer/Consultant agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and the Retainer/Consultant hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests the Retainer/Consultant may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.



4. Prior knowledge

The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines

The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Retainer/Consultant's Rights

The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.



9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.



CSE

Offer: Computer Consultancy
Ref: TCSSL/CT20172332458/Bangalore
Date: 10/01/2018

Mr. Prashant Yadav
47, Shankar Engg Enterprises 5th Cross,
Kg Halli, Jalahalli West,
Bengaluru-560015,
Karnataka.
Tel# -

Dear Prashant Yadav,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSSL/CT20172332458

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



GROSS SALARY SHEET

Annexure 1

| | |
|----------------|---|
| Name | Prashant Yadav |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|---------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 10,200 | 1,22,400 |
| Bouquet Of Benefits # | 13,000 | 1,56,000 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,224 | 14,688 |
| Gratuity | 490 | 5,887 |
| Total of Annual Components & Retirals | 1,715 | 28,475 |
| Retention Incentive | NA | 0 |
| TOTAL GROSS | 27,415 | 3,36,875 |

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

| Component Category | Monthly | Annual |
|----------------------------------|---------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Conveyance Allowance | 800 | 9,600 |
| Leave Travel Assistance | 850 | 10,200 |
| Sundry Medical Reimbursement | 500 | 6,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 6,270 | 75,240 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |

TCSL Confidential

TCSL/CT20172332458

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



Extramarks Education India Private Limited

D-180, Sector-63, Noida, U.P. - 201301, India

Ph. : +91-120-4175300

Date : 08-Jan-2018

Name : Prashanth B Naik

Location: Karnataka,

Address: Reva University, Kattigenahalli, Yelahanka, Bangalore-560063, Bangalore, Karnataka - 560063

Dear Prashanth B Naik,

EXTRAMARKS 08/01/2018

Subject: Offer letter of employment as **Business Development Executive**.

With reference of your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company (CTC) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible as but not later than **27-Jan-2018**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

As the first step to joining, we would require you to kindly upload the following documents.

- Copies of Educational Certificates.
- Passport size photographs.
- Last payslip received from the previous employer.
- Clearance from previous employer.
- Address Proof.
- Identification Proof (PAN Card/Driving License/Voter ID/Passport Copy).
- PF documents (Form 11 & Form 2).
- Reference sheet form.
- Adherence to Anti-Corruption Policy.

The URL for the link is: <https://careers.extramarks.com/index/filldetail/refId/MjU1NjUzMjI=>

You would also need to upload a scanned copy of this letter with your acceptance. In case you need any help or have any query, do let us know.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

You agree, acknowledge and authorize the Company to carry out necessary verification, background check on you (which may be carried out by a third party) from your institution, college, previous employer etc. Should the Company receive any negative feedback during such verification, background check, the Company shall be well within its right to withdraw/terminate this offer letter (including your appointment, if made) without any legal liability on the Company.

We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead!

Sincerely,

HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before **27-Jan-2018**

Accepted

Registered Office : 506, Surya Kiran Building, 19 K.G. Marg, Connaught Place, New Delhi - 110 001.

Ph. : +91-011-40392333 / Fax : +91-011-23733114 / CIN : U80900DL2015FTC283323 / www.extramarks.com

2018-12-21



05 March 2018

PRIVATE & CONFIDENTIAL

To whom it may concern,

Re: Prashanth K

A72R1062017/16

**Address: REVA University, Rukmini Knowledge Park Kattigenahalli, Yelahanka, Bangalore 560 064
Karnataka, India.**

This letter is to confirm that **Prashanth K** is currently employed at Amazon Development Centre (India) Private Limited.

Prashanth K is employed as a **Prod Compliance Sr. Associate** and commenced employment with Amazon on **08 March 2018**.

The above information is given in the strictest confidence and with no liability accepted by the company or any of our employees. This information should not be divulged to any third party without first seeking permission from the respective Amazon entity.

On behalf of

Amazon Development Centre (India) Private Limited

Kind Regards,

Arijit Basu

Sr. Manager, HR Operations – HR Services

REGISTERED OFFICE: # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W)

Bangalore - 560 055. Karnataka India

Tel.: + 91 - 80 - 6787 3000, Fax: +91 - 80 - 3007 1031 / 33 CIN:

U72200KA2004FTC034250



ECE

Offer: Computer Consultancy
Ref: TCSL/CT20172238244/Bangalore
Date: 10/01/2018

Ms. Pravallika Kadapala
D-No:1-1135-16cAdapala Street,
Narasimha Swami Temple,
Kadiri-515591,
Andhra Pradesh.
Tel# 91-9535402342

Dear Pravallika Kadapala,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,875/- per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/CT20172238244

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TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, B2, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com
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GROSS SALARY SHEET

Annexure 1

| | |
|----------------|--|
| Name | Pravallika Kadapala |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|---------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 10,200 | 1,22,400 |
| Bouquet Of Benefits # | 13,000 | 1,56,000 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,224 | 14,688 |
| Gratuity | 490 | 5,887 |
| Total of Annual Components & Retirals | 1,715 | 28,475 |
| Retention Incentive | NA | 0 |
| TOTAL GROSS | 27,415 | 3,36,875 |

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

| Component Category | Monthly | Annual |
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| House Rent Allowance | 4,080 | 48,960 |
| Conveyance Allowance | 800 | 9,600 |
| Leave Travel Assistance | 850 | 10,200 |
| Sundry Medical Reimbursement | 500 | 6,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 6,270 | 75,240 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |

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COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to 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 ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Conveyance Allowance

You will be eligible for a conveyance allowance of ₹800/- per month.

3. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or 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.

4. Sundry Medical Reimbursement

You will be eligible for reimbursement of sundry medical expenses incurred by you for you and your family. You are eligible for ₹6,000/- per annum or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail tax benefit you may submit medical bills for the same at the end of each calendar quarter. At the end of the financial year, the unavailed amount will be taxable.



5. Personal Allowance

You will be eligible for a monthly personal allowance of of ₹6,270/- per month. This component is subject to review and may change as per TCSL's compensation policy.

6. 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 Initial Learning Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.



OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹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.

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Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expense-s towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.



2. Disclaimer

Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.



6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.



11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.



15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Permanent Account Number (PAN) Card
You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
- An affidavit/notarised undertaking stating:
*There is no criminal offence registered/pending against you



*There is no disciplinary case pending against you in the university

*If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) at our offices, as identified, for such period as TCSL may decide. The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.



Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCSL Centres
Annexure 3: Confidentiality and IP Terms



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| Designation | Assistant System Engineer-Trainee |
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Annexure 2

Regional Offices

| | |
|--|---|
| <p>Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601</p> | <p>Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114</p> |
| <p>Chennai Lead- Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555</p> | <p>Delhi Lead-Talent Acquisition Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735</p> |
| <p>Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222</p> | <p>Kolkata Lead-Talent Acquisition TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003</p> |
| <p>Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001</p> | <p>Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190</p> |
| <p>Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107</p> | <p>Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499</p> |



Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.



2. Retainer/Consultant's Obligations

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of Retainer/Consultant-ship, the Retainer/Consultant agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

The Retainer/Consultant agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and the Retainer/Consultant hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests the Retainer/Consultant may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.



4. Prior knowledge

The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines

The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Retainer/Consultant's Rights

The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.



9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.



May 22, 2018

PRIYA. H
Beside BSF-STC Compound kattigenahalli
Baglur main road Bangalore-63
Bangalore, India 560063

Dear PRIYA.:

On behalf of Cerner Healthcare Solutions Private Limited ("Cerner"), I am pleased to offer you the position of Medical Billing Specialist in our RCM Services Organization in Bangalore. We believe your skills, aptitude, and interests are consistent with the outstanding opportunities for growth in this group.

Your position at Cerner is subject to a minimum probationary period of six (6) months. Your continued employment may be confirmed at the end of the probationary period if your performance is satisfactory. Your probationary period will count towards your continuous employment.

COMPENSATION

We are offering an Annual Guaranteed Cash of Rs. 3,00,000.

Cerner will deduct taxes at source as required by law. You will be responsible for your tax liabilities under applicable tax laws and regulations. Your CTC opportunity is Rs. 3,63,864 per annum. You will enjoy benefits and perquisites as detailed in the attachment. Cerner reserves the right to vary, amend and modify any item of the salary package without adversely affecting the total compensation. Compensation is regarded as confidential information and should not be disclosed to other employees. Your position at Cerner is a professional position that requires a significant level of responsibility, discretion and independent judgment. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure good results.

ASSOCIATE BENEFITS

Cerner offers a comprehensive program of benefits to address your physical, financial and emotional health. At Cerner, we believe the foundation for a successful career starts with a variety of options that meet your needs while supporting a healthy lifestyle.

A standard component of our benefits package is Personal Time Off. You will be entitled to 27 days of Personal Time Off each year to be used for vacation, illnesses and other personal reasons and 10 standard business holidays. Please access the [benefits brochure](#) for additional details.

EMPLOYMENT AGREEMENT

Cerner will spend a significant amount of time and money in training you as Cerner has established significant momentum in the development of client relationships, professional staff, systems development methodology, and proprietary software solutions. We regard these areas as the most important assets owned by Cerner. It is our intent to guard these assets closely. Therefore, every associate of Cerner is required to execute an Employment Agreement. This Agreement includes the terms of your employment relationship with Cerner, including without limitation, a covenant not to disclose confidential client and internal information, a covenant not to compete against Cerner during the term of the Agreement, a covenant not to solicit our associates, and establishes that, during the term of your employment, the benefits of your endeavors accrue to Cerner. A sample copy of this Employment Agreement has been made available for your review.

OFFER OF EMPLOYMENT

The purpose of this Invitation of Employment is to put in writing the specifics of our offer of employment to commence work with Cerner by June 11, 2018. This Invitation of Employment is contingent upon receipt of a satisfactory outcome of a background check and proceeds on the basis that information you provided is accurate.

College/Institute Name: REVA
UNIVERSITY

Date: 11/01/2018

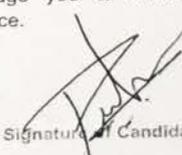
Subject: Expression of Interest - Campus

Dear PRIVANKA.S

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of REP-OPERATIONS provided you successfully complete your graduation and fulfill other requirements. This letter is intended only as an overview of the potential offer from **Concentrix Daksh Services India Private Limited** (hereinafter, 'Concentrix'/'Company'). The detailed terms and conditions of employment will be contained in an Appointment letter (if any), which may be issued by the Company and may contain additional provisions to those herein.

1. Your initial place of work shall be at the company's discretion and can be at any Concentrix locations.
2. You will be required to bring the following documents at the time of joining: (i) the Original copy of this letter; (ii) the Originals and 2 set of photocopies of the documents mentioned in Mandatory Document Checklist.
3. This Expression of Interest shall remain valid for a period of 30 days from the date of your Final Examination. Considering the candidature beyond the 30 day period would be as per the requirement in the organization.

On submission of the above-mentioned documents, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining. If any information furnished by you in your application or during the selection process is found to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may withdraw this expression of interest without any notice. We encourage you to contact us at campusplacements@concentrix.com at least a week prior to your coming to our office.


Signature of Candidate

CNX/REC/ART/AGHR/EOI/4.0

Concentrix Daksh Services India Private Limited

DLF SEZ, Building No. 14, Tower-C, 17th Floor, DLF Cyber City, DLF Phase-2, Gurgaon - 122 002, India
91 124 463 5100 • 91 124 426 3311 (fax)

Registered Address: R Cube, Suite Nos - 06 & 07, Lower Ground Floor Level, Shivaji Stadium Metro Station,
Airport Express Line, New Delhi - 110001, India
91 11 4701 6288

MECH

PROMODH B.
#24 near Renukappa Poultry Farm
Kariobanahalli, Bangalore North
Nagasandra Post, Bangalore-560073
pummy3029@gmail.com

7 July 2018

Dear PROMODH,

We are pleased to offer you this letter of Appointment in our Bangalore office commencing on 23 July 2018 as part of our Engineer - Trainee programme.

General Terms of Association

You will be an Engineer - Trainee at Proman Infrastructure Services Pvt Ltd (*PROMAN*) based in Bangalore and hereinafter referred to as an Associate for references in this document.

As an Engineer - Trainee your agreement period is three years effective from the date of joining which includes the training period. As explained during your interview, you will be required to sign a bond to this effect.

During this period you will receive a consolidated (all inclusive) salary of INR 18,000/- per month (INR Eighteen Thousand Only). After successful completion of the training, you will be absorbed into regular positions in various departments based on your performance. This offer is conditional upon completion of satisfactory review of past association and educational records.

Any expenses incurred by you in connection with the Company's business, with the final approval of the Managing Director, will be fully reimbursable.

Working Hours

The office works a 6 day week between Monday and Saturday. Normal office hours are 9:30 am to 6:15 pm, however you should understand that you may be required to work additional hours during the week or weekends to meet the needs of our customers. It is on this basis that you are remunerated and there is no payment for overtime.

Annual Leave Entitlement

You will be entitled to annual leave of 12 days for each completed year of service in addition to local public holidays of approximately 12 days per annum.

Medical Examination

The Company may from time to time require you to pass a medical examination conducted by a Medical Practitioner approved by the Company. The Company reserves the right to terminate this agreement should the Medical Practitioner's report indicate any significant medical conditions which in the opinion of the Company, may affect your ability to perform your duties in the present or in the future.

ECE



DXC.technology

11 Jul, 2018

R J Karanraj

Dear R J Karanraj,

We are pleased to extend to you an offer of employment with DXC Technology ("DXC" or "The Company"). This offer letter is in confirmation of the terms and conditions set forth for the position you are being considered for.

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal.

At DXC Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of the leading global information technology company and part of a culture that is driven to improve and outperform.

To accept the offer of employment, please E-sign by providing your full name and unique identifier.

We welcome you to join us in this exciting journey.

Thanking You,
Yours Sincerely,

Arun D Rao

Arun D Rao | Jul 11, 2018

Arun D Rao
Director - Human Resources

* This is an electronically generated letter and hence does not require a signature.

TCI EXPRESS

LEADER IN EXPRESS

TCIEXP/HRD/XCRP/RC00754/2018
Mr. R Naveen Reddy,
S/o Mr. R Sreenivas Reddy,
6-5-63, Venkatararo Nagar, Anantapur,
Andhra Pradesh - 515001.
Ph. No. +91 9063524093

15th June 2018

Subject: Offer of Appointment

Dear R Naveen Reddy,

With reference to your candidature and subsequent interview you had with us, we are pleased to offer you appointment in the services of the company as **Deputy Sales Officer (DSO)** effective from **20th June 2018** on mutually agreed terms and conditions.

Your initial place of posting will be at our **TCI Express Delhi Region Office**. You are required to report to: **Mr. Pabitra Mohan Panda, Regional Head-Delhi**. In addition, your functional reporting would be to **Mr. Manish Jain, AVP-Sales & Marketing, TCI Express Corporate office**.

Detailed appointment letter shall be given to you on your reporting.

Please submit following documents at the time of joining.

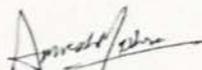
1. Photocopy of all education certificates along with original certificates
2. Experience certificates, if applicable
3. Relieving letter from your present employer, if applicable
4. 3 passport size photographs
5. 2 references letter from persons of repute on non-judicial stamp of Rs.10/- along-with a photocopy of their photo ID proof
6. Voter ID Card copy/ Passport Copy/ Driving License Copy
7. Copy of Aadhar Card
8. Copy of passbook of Bank A/c in State Bank of India/ HDFC Bank

This offer letter is subject to verification of antecedent & documents submitted by you. All the above-mentioned documents must be submitted on the day of joining. The originals of each document must be carried for verification, wherever applicable. This offer & appointment shall stand cancelled in-case of unsuccessful verification at any point of your employment.

You are requested to report for joining along with above documents on **19th June 2018 at 10.00 AM at 11 Mile, Tumkur Road, Madhavara Post, Near Bangalore International Exhibition Center, TCI Compound, Nelamangala Taluk, Bangalore – 562123, Phone No:- 8884011755.**

Should you fail to report for joining as mentioned above, the offer for employment shall stand cancelled without making further reference in this regard, which may please be noted.

You are requested to carefully read the **Annexure II** containing information about your joining & Induction.



Amresh Mishra

R Naveen Reddy

TCI Express Limited

CIN: L62200TG2008PLC061781

Corporate Office: TCI House, Plot No. 69, Sector 32, Institutional Area, Gurugram - 122001, India

Tel: +91-124-2384090-94 - Email: info@tcipress.in - Website: www.tcipress.in

Registered Office: Flat Nos. 306 & 307, 1-B-273, Third Floor, Ashoka Bhoopal Chambers, S P Road, Secunderabad - 500003 - Tel: +91 40 27940104

A TCI Company

TCI EXPRESS

LEADER IN EXPRESS

(ANNEXURE-1: CTC DETAILS)

| Category-E | Amount(Rs.) |
|--|--------------|
| Basic Salary | 10,250 |
| Dearness Allowance | 1,000 |
| House Rent Allowance (40% of Basic+ DA) | 4,500 |
| Regular Bonus *(As per Act) | |
| Provident Fund (12% of Basic) | 1,350 |
| Group Personal Accident Insurance | 19 |
| ESI Company(4.75% of Basic+ DA+ HRA) | 748 |
| Gratuity | 541 |
| TOTAL | 2,658 |
| Monthly CTC | 18,408 |
| Gross salary per month | 15,750 |
| Gross salary per annum | 189,000 |
| Per Annum CTC | 220,896 |

* As per Bonus act you would be eligible for bonus. It would be paid to you as per State Minimum wage or bonus ceiling, whichever is higher. It could fluctuate in a year as per the said rule of Bonus Act.

R Naveen Reddy

SIGNATURE

TCI Express Limited

CIN: L62200TG2008PLC061781

Corporate Office: TCI House, Plot No. 69, Sector 32, Institutional Area, Gurugram - 122001, India

Tel: +91-124-2384090-94 • Email: info@tcipress.in • Website: www.tciexpress.in

Registered Office: Flat Nos. 306 & 307, 1-8-273, Third Floor, Ashoka Bhoopal Chambers, S P Road, Secunderabad - 500003 • Tel: +91 40 27840104

A TCI Company



2017-18 - 82

05 March 2018

PRIVATE & CONFIDENTIAL

To whom it may concern,

Re: R Naveen Reddy AMR21082017/17
Address: REVA University, Rukmini Knowledge Park Kattigenahalli, Yelahanka, Bangalore 560 064 Karnataka, India.

This letter is to confirm that **R Naveen Reddy** is currently employed at Amazon Development Centre (India) Private Limited.

R Naveen Reddy is employed as a **Prod Compliance Sr. Associate** and commenced employment with Amazon on **08 March 2018**.

The above information is given in the strictest confidence and with no liability accepted by the company or any of our employees. This information should not be divulged to any third party without first seeking permission from the respective Amazon entity.

On behalf of
Amazon Development Centre (India) Private Limited

Kind Regards,

A handwritten signature in black ink that reads "Arijit Basu". The signature is written in a cursive, flowing style.

Arijit Basu
Sr. Manager, HR Operations – HR Services

College/Institute Name: REVA UNIVERSITY
Bangalore

Date: 11/01/2018

Subject: Expression of Interest - Campus

Dear R. Naveen Reddy

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of < REP-Operations > provided you successfully complete your graduation and fulfill other requirements. This letter is intended only as an overview of the potential offer from **Concentrix Daksh Services India Private Limited** (hereinafter, 'Concentrix/' 'Company'). The detailed terms and conditions of employment will be contained in an Appointment letter (if any), which may be issued by the Company and may contain additional provisions to those herein.

1. Your initial place of work shall be at the company's discretion and can be at any Concentrix locations.
2. You will be required to bring the following documents at the time of joining: (i) the Original copy of this letter, (ii) the Originals and 2 set of photocopies of the documents mentioned in Mandatory Document Checklist.
3. This Expression of Interest shall remain valid for a period of 30 days from the date of your Final Examination. Considering the candidature beyond the 30 day period would be as per the requirement in the organization.

On submission of the above-mentioned documents, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining. If any information furnished by you in your application or during the selection process is found to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may withdraw this expression of interest without any notice. We encourage you to contact us at campusplacements@concentrix.com at least a week prior to your coming to our office.

R. Naveen Reddy
Signature of Candidate

CNX/REC/ART/AGHR/EOI/4.0

Concentrix Daksh Services India Private Limited

DLF SEZ, Building No. 14, Tower-C, 17th Floor, DLF Cyber City, DLF Phase-2, Gurgaon - 122 002, India
91 124 463 5100 • 91 124 426 3311 (fax)

Registered Address: R Cube, Suite Nos - 06 & 07, Lower Ground Floor Level, Shivaji Stadium Metro Station,
Airport Express Line, New Delhi - 110001, India
91 11 4701 6288

Kudos to Concentrix Selects!!

REVA Placements <placement@reva.edu.in>

Thu 12 01 2018 10:20

To: All <all@reva.edu.in>;all@revainstitution.org <all@revainstitution.org>

Cc: Dr. P Shyamaraju <chancellor@reva.edu.in>;Dr. Kulkarni S Y <vc@reva.edu.in>;Registrar REVA University <registrar@reva.edu.in>;Dr. N Ramesh <dir.planning@reva.edu.in>;Dr. Beena G <beena@reva.edu.in>;Dr. Shubha A <dir.comm@reva.edu.in>;P S Venkataramu <director_iqac@reva.edu.in>;Dr.K S Narayanaswamy <dir.me@reva.edu.in>;Dr.Rajashekar Mandi <dir.eee@reva.edu.in>;Dr.Rajashekar C.Biradar <dir.ece@reva.edu.in>;Dr.Ramalinga Reddy <dir.ce@reva.edu.in>;Dr.S S Manvi <dir.cit@reva.edu.in>;Dr.Senthil <dir.csa@reva.edu.in>;Dr. Vishwanath J <principalrims@revainstitution.org>

Respected All,

Greetings of the day from **Placement Team!!**

We are happy to announce the list of selected students for the "**Concentrix**" Campus drive, which we had on **11th January 2018**.

Concentrix : 53 Selects

| SI No | Names | Branch | University | SI No | Names | Branch | University |
|-------|----------------------|--------|------------|-------|------------------|-----------|------------|
| 1 | Nivedhitha Shaji | B.Com | RU | 28 | | | RU |
| 2 | Shalu Katoch | B.Com | RU | 29 | Shalini J | BBA | RU |
| 3 | Lakshmi Sing | B.Com | RU | 30 | Rachel Grace M | BBA | RU |
| 4 | A Varun | B.Com | RU | 31 | Priyanka S | BBA | RU |
| 5 | Krishna Kanth Sarode | B.Com | RU | 32 | Gandluru Almas | BBA | RU |
| 6 | Prince Godson | B.Com | RU | 33 | Sudhindra Mudhol | BBA | RU |
| 7 | Gaganashree R | B.Com | RU | 34 | Nikita Yadav | BCA | RU |
| 8 | Pooja B | B.Com | RU | 35 | Pooja TA | BCA | RU |
| 9 | Shobha YN | B.Com | RU | 36 | Bhavana B | BCA | RU |
| 10 | Swathi G | B.Com | RU | 37 | N Usha | BCA | RU |
| 11 | Ahamed Rajza | B.Com | RU | 38 | Varshitha K | BCA | RU |
| 12 | A Pawan | B.Com | RU | 39 | Ashutosh Singh | BCA | RU |
| 13 | Bhanu Priya M | B.Com | RU | 40 | Seema Taj | BCA | BU |
| 14 | Swetha | B.Com | RU | 41 | Ruksar Jaha | BCA | BU |
| 15 | Paromita Das | B.Com | RU | 42 | Sudarshan Y | BCA | RU |
| 16 | Robin Chaudhary | B.Com | RU | 43 | Priya H | BCA | RU |
| 17 | Tahir Hussain Laskar | B.Com | RU | 44 | Mariam Fathima | B.Sc (BT) | BU |



| | | | | | | | |
|----|------------------------|-------|----|----|-------------------|-------|----|
| 18 | Srishti Sharma | B.Com | RU | 45 | Bhavana Tiwari | M.Com | RU |
| 19 | Janhavi S | B.Com | RU | 46 | Kusha N | M.Com | RU |
| 20 | Lakshmisha CR | B.Com | RU | 47 | Sowmya | M.Com | RU |
| 21 | B Kushagra Nandha | B.Com | RU | 48 | Patil Pawan | MBA | RU |
| 22 | Vijay Sharma | B.Com | RU | 49 | Deeksha | MBA | RU |
| 23 | Srijana Priya Yadav | B.Com | RU | 50 | Sanjeev | MBA | RU |
| 24 | Bhanu Priya | B.Com | RU | 51 | Jyothi | M.Sc | RU |
| 25 | S Akash | BBA | RU | 52 | Roja Philip | M.Sc | RU |
| 26 | R Naveen Reddy | BBA | RU | 53 | Joshitha R | MCA | RU |
| 27 | B Girsh | BBA | RU | | | | |

Thank you all for your continuous support.

Thanks & Regards,

Dr. N Ramesh

Dean-Training & Placement, Planning

REVA University

Rukmini Knowledge Park, Kattigenahalli, Yelahanka,

Bengaluru 560 064, KARNATAKA, INDIA

Tel : 91 080 66226622

Mob: 91 9880514718 / **9900272598 (Naveen C)**

Email: placement@reva.edu.in

placement@revainstitution.org

Disclaimer: The information transmitted, including attachments, is intended only for the person(s) or entity to which it is addressed and may contain confidential and/or privileged material. Any review, re-transmission, dissemination or other use of, or taking of any action in reliance upon this information by persons or entities other than the intended recipient is prohibited. If you received this in error, please contact the sender and destroy any copies of this information



Kudos to Concentrix Selects!!

REVA Placements <placement@reva.edu.in>

Fri 12 01 2018 10:20

To: All <all@reva.edu.in>;all@revainstitution.org <all@revainstitution.org>

Cc: Dr. P Shyamaraju <chancellor@reva.edu.in>;Dr. Kulkarni S Y <vc@reva.edu.in>;Registrar REVA University <registrar@reva.edu.in>;Dr. N Ramesh <dir.planning@reva.edu.in>;Dr. Beena G <beena@reva.edu.in>;Dr. Shubha A <dir.comm@reva.edu.in>;P S Venkataramu <director_iqac@reva.edu.in>;Dr.K S Narayanaswamy <dir.me@reva.edu.in>;Dr.Rajashekar Mandi <dir.eee@reva.edu.in>;Dr.Rajashekar C.Biradar <dir.ece@reva.edu.in>;Dr.Ramalinga Reddy <dir.ce@reva.edu.in>;Dr.S S Manvi <dir.cit@reva.edu.in>;Dr.Senthil <dir.csa@reva.edu.in>;Dr. Vishwanath J <principalrims@revainstitution.org>

Respected All,

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Concentrix : 53 Selects

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placement@revainstitution.org

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Kudos to Concentrix Selects!!

REVA Placements <placement@reva.edu.in>

Thu 12 01 2018 10:20

To: All <all@reva.edu.in>;all@revainstitution.org <all@revainstitution.org>

Cc: Dr. P Shyamaraju <chancellor@reva.edu.in>;Dr. Kulkarni S Y <vc@reva.edu.in>;Registrar REVA University <registrar@reva.edu.in>;Dr. N Ramesh <dir.planning@reva.edu.in>;Dr. Beena G <beena@reva.edu.in>;Dr. Shubha A <dir.comm@reva.edu.in>;P S Venkataramu <director_iqac@reva.edu.in>;Dr.K S Narayanaswamy <dir.me@reva.edu.in>;Dr.Rajashekar Mandi <dir.eee@reva.edu.in>;Dr.Rajashekar C.Biradar <dir.ece@reva.edu.in>;Dr.Ramalinga Reddy <dir.ce@reva.edu.in>;Dr.S S Manvi <dir.cit@reva.edu.in>;Dr.Senthil <dir.csa@reva.edu.in>;Dr. Vishwanath J <principalrims@revainstitution.org>

Respected All,

Greetings of the day from **Placement Team!!**

We are happy to announce the list of selected students for the "**Concentrix**" Campus drive, which we had on **11th January 2018**.

Concentrix : 53 Selects

| Sl No | Names | Branch | University | Sl No | Names | Branch | University |
|-------|----------------------|--------|------------|-------|------------------|-----------|------------|
| 1 | Nivedhitha Shaji | B.Com | RU | 28 | Manoj S | BBA | RU |
| 2 | Shalu Katoch | B.Com | RU | 29 | Shalini J | BBA | RU |
| 3 | Lakshmi Sing | B.Com | RU | 30 | Rachel Grace M | BBA | RU |
| 4 | A Varun | B.Com | RU | 31 | Priyanka S | BBA | RU |
| 5 | Krishna Kanth Sarode | B.Com | RU | 32 | Gandluru Almas | BBA | RU |
| 6 | Prince Godson | B.Com | RU | 33 | Sudhindra Mudhol | BBA | RU |
| 7 | Gaganashree R | B.Com | RU | 34 | Nikita Yadav | BCA | RU |
| 8 | Pooja B | B.Com | RU | 35 | Pooja TA | BCA | RU |
| 9 | Shobha YN | B.Com | RU | 36 | Bhavana B | BCA | RU |
| 10 | Swathi G | B.Com | RU | 37 | N Usha | BCA | RU |
| 11 | Ahamed Rajza | B.Com | RU | 38 | Varshitha K | BCA | RU |
| 12 | A Pawan | B.Com | RU | 39 | Ashutosh Singh | BCA | RU |
| 13 | Bhanu Priya M | B.Com | RU | 40 | Seema Taj | BCA | BU |
| 14 | Swetha | B.Com | RU | 41 | Ruksar Jaha | BCA | BU |
| 15 | Paromita Das | B.Com | RU | 42 | Sudarshan Y | BCA | RU |
| 16 | Robin Chaudhary | B.Com | RU | 43 | Priya H | BCA | RU |
| 17 | Tahir Hussain Laskar | B.Com | RU | 44 | Mariam Fathima | B.Sc (BT) | BU |



| | | | | | | | |
|----|------------------------------|------------|----|----|-------------------|-------|----|
| 18 | Srishti Sharma | B.Com | RU | 45 | Bhavana Tiwari | M.Com | RU |
| 19 | Janhavi S | B.Com | RU | 46 | Kusha N | M.Com | RU |
| 20 | Lakshmisha CR | B.Com | RU | 47 | Sowmya | M.Com | RU |
| 21 | B Kushagra Nandha | B.Com | RU | 48 | Patil Pawan | MBA | RU |
| 22 | Vijay Sharma | B.Com | RU | 49 | Deeksha | MBA | RU |
| 23 | S [REDACTED] [REDACTED] v | [REDACTED] | RU | 50 | Sanjeev | MBA | RU |
| 24 | Bhanu Priya | B.Com | RU | 51 | Jyothi | M.Sc | RU |
| 25 | S Akash | BBA | RU | 52 | Roja Philip | M.Sc | RU |
| 26 | R Naveen Reddy | BBA | RU | 53 | Joshitha R | MCA | RU |
| 27 | B Girsh | BBA | RU | | | | |

Thank you all for your continuous support.

Thanks & Regards,

Dr. N Ramesh

Dean-Training & Placement, Planning

REVA University

Rukmini Knowledge Park, Kattigenahalli, Yelahanka,

Bengaluru 560 064, KARNATAKA, INDIA

Tel : 91 080 66226622

Mob: 91 9880514718 / **9900272598 (Naveen C)**

Email: placement@reva.edu.in

placement@revainstitution.org

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Re: Kudos to BBA & B.Com Selects

Dr. Kulkarni S Y <vc@reva.edu.in>

Wed 9/13/2017 12:49 PM

To: REVA Placements <placement@reva.edu.in>; All <all@reva.edu.in>; all@revainstitution.org <all@revainstitution.org>

Cc: Dr. P Shyamaraju <chancellor@reva.edu.in>; Registrar REVA University <registrar@reva.edu.in>; Dr. N Ramesh <dir.planning@reva.edu.in>; P S Venkataramu <director_iqac@reva.edu.in>; Dr. Shubha A <dir.comm@reva.edu.in>; Dr. Rajashekar C. Biradar <dir.ece@reva.edu.in>; Dr. Ramalinga Reddy <dir.ce@reva.edu.in>; Dr. Rajashekar Mandi <dir.eee@reva.edu.in>; Dr. K S Narayanaswamy <dir.me@reva.edu.in>; Dr. Mallikarjun Kodabagi <dir.cit@reva.edu.in>; Dr. Beena G <beena@reva.edu.in>; Dr. Senthil <dir.csa@reva.edu.in>

Congratulations !!!! Kudos to Team placement and all selected students

Thanks & Regards

Dr. S. Y. Kulkarni

Vice Chancellor



Rukmini Knowledge Park | Kattigenahalli | Yelahanka,
Bangalore - 560064 | Ph : 080-66226622, | Fax : 080-28478539
Email : vc@reva.edu.in , kulkarni_sy@reva.edu.in
Website : www.reva.edu.in

From: REVA Placements

Sent: Wednesday, September 13, 2017 12:47:30 PM

To: All; all@revainstitution.org

Cc: Dr. P Shyamaraju; Dr. Kulkarni S Y; Registrar REVA University; Dr. N Ramesh; P S Venkataramu; Dr. Shubha A; Dr. Rajashekar C. Biradar; Dr. Ramalinga Reddy; Dr. Rajashekar Mandi; Dr. K S Narayanaswamy; Dr. S S Manvi; Dr. Beena G; Dr. Senthil

Subject: Kudos to BBA & B.Com Selects

Respected All,

Greetings of the day from **Placement team!!**

We are happy to share the list of selected students of REVA University for "**MICROLAND**" Campus Drive which we had on **07th September 2017**.

MICROLAND : 07 Selects 2018 passing out batch

BBA - REVA University

1. Anjali C V
2. Challenge Krishna A S
3. M Taanushree



- 4. Priyanka J
- 5. Sai Keerthi
- 6. Shefali

B.Com - REVA University



Thank you all for your continuous support.

Thanks & Regards,

Dr. N Ramesh

Dean-Training & Placement, Planning
 REVA University
 Rukmini Knowledge Park, Kattigenahalli, Yelahanka,
 Bengaluru 560 064, KARNATAKA, INDIA

COMES TOGETHER FOR A SPARKLING INDIA



Together in spirit with Prime Minister Narendra Modi's vision of a clean India. Swachh Bharat Abhiyan




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COMES TOGETHER FOR A SPARKLING INDIA



Together in spirit with Prime Minister Narendra Modi's vision of a clean India. Swachh Bharat Abhiyan




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Kudos to Concentrix Selects!!

REVA Placements <placement@reva.edu.in>

Fri 12 01 2018 10:20

To: All <all@reva.edu.in>;all@revainstitution.org <all@revainstitution.org>

Cc: Dr. P Shyamaraju <chancellor@reva.edu.in>;Dr. Kulkarni S Y <vc@reva.edu.in>;Registrar REVA University <registrar@reva.edu.in>;Dr. N Ramesh <dir.planning@reva.edu.in>;Dr. Beena G <beena@reva.edu.in>;Dr. Shubha A <dir.comm@reva.edu.in>;P S Venkataramu <director_iqac@reva.edu.in>;Dr.K S Narayanaswamy <dir.me@reva.edu.in>;Dr.Rajashekar Mandi <dir.eee@reva.edu.in>;Dr.Rajashekar C.Biradar <dir.ece@reva.edu.in>;Dr.Ramalinga Reddy <dir.ce@reva.edu.in>;Dr.S S Manvi <dir.cit@reva.edu.in>;Dr.Senthil <dir.csa@reva.edu.in>;Dr. Vishwanath J <principalrims@revainstitution.org>

Respected All,

Greetings of the day from **Placement Team!!**

We are happy to announce the list of selected students for the "**Concentrix**" Campus drive, which we had on **11th January 2018**.

Concentrix : 53 Selects

| Sl No | Names | Branch | University | Sl No | Names | Branch | University |
|-------|----------------------|--------|------------|-------|------------------|-----------|------------|
| 1 | Nivedhitha Shaji | B.Com | RU | 28 | Manoj S | BBA | RU |
| 2 | Shalu Katoch | B.Com | RU | 29 | Shalini J | BBA | RU |
| 3 | Lakshmi Sing | B.Com | RU | 30 | Rachel Grace M | BBA | RU |
| 4 | A Varun | B.Com | RU | 31 | Priyanka S | BBA | RU |
| 5 | | | RU | 32 | Gandluru Almas | BBA | RU |
| 6 | Prince Godson | B.Com | RU | 33 | Sudhindra Mudhol | BBA | RU |
| 7 | Gaganashree R | B.Com | RU | 34 | Nikita Yadav | BCA | RU |
| 8 | Pooja B | B.Com | RU | 35 | Pooja TA | BCA | RU |
| 9 | Shobha YN | B.Com | RU | 36 | Bhavana B | BCA | RU |
| 10 | Swathi G | B.Com | RU | 37 | N Usha | BCA | RU |
| 11 | Ahamed Rajza | B.Com | RU | 38 | Varshitha K | BCA | RU |
| 12 | A Pawan | B.Com | RU | 39 | Ashutosh Singh | BCA | RU |
| 13 | Bhanu Priya M | B.Com | RU | 40 | Seema Taj | BCA | BU |
| 14 | Swetha | B.Com | RU | 41 | Ruksar Jaha | BCA | BU |
| 15 | Paromita Das | B.Com | RU | 42 | Sudarshan Y | BCA | RU |
| 16 | Robin Chaudhary | B.Com | RU | 43 | Priya H | BCA | RU |
| 17 | Tahir Hussain Laskar | B.Com | RU | 44 | Mariam Fathima | B.Sc (BT) | BU |



| | | | | | | | |
|----|------------------------|-------|----|----|-------------------|-------|----|
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| 19 | Janhavi S | B.Com | RU | 46 | Kusha N | M.Com | RU |
| 20 | Lakshmisha CR | B.Com | RU | 47 | Sowmya | M.Com | RU |
| 21 | B Kushagra Nandha | B.Com | RU | 48 | Patil Pawan | MBA | RU |
| 22 | Vijay Sharma | B.Com | RU | 49 | Deeksha | MBA | RU |
| 23 | Srijana Priya Yadav | B.Com | RU | 50 | Sanjeev | MBA | RU |
| 24 | Bhanu Priya | B.Com | RU | 51 | Jyothi | M.Sc | RU |
| 25 | S Akash | BBA | RU | 52 | Roja Philip | M.Sc | RU |
| 26 | R Naveen Reddy | BBA | RU | 53 | Joshitha R | MCA | RU |
| 27 | B Girsh | BBA | RU | | | | |

Thank you all for your continuous support.

Thanks & Regards,

Dr. N Ramesh

Dean-Training & Placement, Planning

REVA University

Rukmini Knowledge Park, Kattigenahalli, Yelahanka,
Bengaluru 560 064, KARNATAKA, INDIA

Tel : 91 080 66226622

Mob: 91 9880514718 / **9900272598 (Naveen C)**

Email: placement@reva.edu.in

placement@revainstitution.org

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2018

Kudos to CERNER Selects!!

REVA Placements <placement@reva.edu.in>

Thu 17-05-2018 15:27

To: All <all@reva.edu.in>;all@revainstitution.org <all@revainstitution.org>

Cc: Dr. P Shyamaraju <chancellor@reva.edu.in>;Dr. Kulkarni S Y <vc@reva.edu.in>;Registrar REVA University <registrar@reva.edu.in>;Dr. N Ramesh <dir.planning@reva.edu.in>;Dr. Shubha A <dir.comm@reva.edu.in>;Dr.Senthil <dir.csa@reva.edu.in>;Dr. Beena G <beena@reva.edu.in>;Dr.K S Narayanaswamy <dir.me@reva.edu.in>;Dr.Rajashekar Mandi <dir.eee@reva.edu.in>;P S Venkataramu <director_iqac@reva.edu.in>;Dr. Mallikarjun Kodabagi <dir.cit@reva.edu.in>;Dr K M Sudharshan <dir.ece@reva.edu.in>;Dr. Ramalinga Reddy <dir.ce@reva.edu.in>

1 attachments (2 MB)

Cerner Selects.jpeg

Respected All,

Greetings of the day from **Placement Team!!**

We are happy to announce the list of selected students for "**Cerner**" Campus drive, which we had today **17th May 2018**.

Cerner : 17 Selects

1. A Bala Murali (M.Sc BT)
2. Sowjanya (M.Sc BT)
3. Roja Philip (M.Sc BT)
4. Jyothi Rani (M.Sc BT)
5. Sushma M Shetty (M.Sc BC)
6. N Bhavani (MCA)
7. Pooja Devang SD (MCA)
8. Priya H (BCA)
9. Pavithra CB (BCA)
10. Geetha N (BCA)
11. Sudarshan V (BCA)
12. Amit Das (BBA)
13. Sujith S (BBA)
14. Shefali S (BBA)
15. Priyanka S (BBA)
16. Priya (BBA)
17. [Redacted] ([Redacted])

Thank you all for your continuous support.

Thanks & Regards,

Dr. N Ramesh

Dean-Training & Placement, Planning

REVA University

Rukmini Knowledge Park, Kattigenahalli, Yelahanka,

Bengaluru 560 064, KARNATAKA, INDIA





Kudos to Concentrix Selects!!

REVA Placements <placement@reva.edu.in>

Thu 12 01 2018 10:20

To: All <all@reva.edu.in>;all@revainstitution.org <all@revainstitution.org>

Cc: Dr. P Shyamaraju <chancellor@reva.edu.in>;Dr. Kulkarni S Y <vc@reva.edu.in>;Registrar REVA University <registrar@reva.edu.in>;Dr. N Ramesh <dir.planning@reva.edu.in>;Dr. Beena G <beena@reva.edu.in>;Dr. Shubha A <dir.comm@reva.edu.in>;P S Venkataramu <director_iqac@reva.edu.in>;Dr.K S Narayanaswamy <dir.me@reva.edu.in>;Dr.Rajashekar Mandi <dir.eee@reva.edu.in>;Dr.Rajashekar C.Biradar <dir.ece@reva.edu.in>;Dr.Ramalinga Reddy <dir.ce@reva.edu.in>;Dr.S S Manvi <dir.cit@reva.edu.in>;Dr.Senthil <dir.csa@reva.edu.in>;Dr. Vishwanath J <principalrims@revainstitution.org>

Respected All,

Greetings of the day from **Placement Team!!**

We are happy to announce the list of selected students for the "**Concentrix**" Campus drive, which we had on **11th January 2018**.

Concentrix : 53 Selects

| SI No | Names | Branch | University | SI No | Names | Branch | University |
|-------|----------------------|--------|------------|-------|------------------|-----------|------------|
| 1 | Nivedhitha Shaji | B.Com | RU | 28 | Manoj S | BBA | RU |
| 2 | Shalu Katoch | B.Com | RU | 29 | Shalini J | BBA | RU |
| 3 | Lakshmi Sing | B.Com | RU | 30 | Rachel Grace M | BBA | RU |
| 4 | A Varun | B.Com | RU | 31 | Priyanka S | BBA | RU |
| 5 | Krishna Kanth Sarode | B.Com | RU | 32 | Gandluru Almas | BBA | RU |
| 6 | Prince Godson | B.Com | RU | 33 | Sudhindra Mudhol | BBA | RU |
| 7 | Gaganashree R | B.Com | RU | 34 | Nikita Yadav | BCA | RU |
| 8 | Pooja B | B.Com | RU | 35 | Pooja TA | BCA | RU |
| 9 | Shobha YN | B.Com | RU | 36 | Bhavana B | BCA | RU |
| 10 | Swathi G | B.Com | RU | 37 | N Usha | BCA | RU |
| 11 | Ahamed Rajza | B.Com | RU | 38 | Varshitha K | BCA | RU |
| 12 | A Pawan | B.Com | RU | 39 | Ashutosh Singh | BCA | RU |
| 13 | Bhanu Priya M | B.Com | RU | 40 | Seema Taj | BCA | BU |
| 14 | Swetha | B.Com | RU | 41 | Ruksar Jaha | BCA | BU |
| 15 | Paromita Das | B.Com | RU | 42 | Sudarshan Y | BCA | RU |
| 16 | Robin Chaudhary | B.Com | RU | 43 | Priya H | BCA | RU |
| 17 | Tahir Hussain Laskar | B.Com | RU | 44 | Mariam Fathima | B.Sc (BT) | BU |



| | | | | | | | |
|----|------------------------|-------|----|----|-------------------|-------|----|
| 18 | Srishti Sharma | B.Com | RU | 45 | Bhavana Tiwari | M.Com | RU |
| 19 | Janhavi S | B.Com | RU | 46 | Kusha N | M.Com | RU |
| 20 | | | RU | 47 | Sowmya | M.Com | RU |
| 21 | B Kushagra Nandha | B.Com | RU | 48 | Patil Pawan | MBA | RU |
| 22 | Vijay Sharma | B.Com | RU | 49 | Deeksha | MBA | RU |
| 23 | Srijana Priya Yadav | B.Com | RU | 50 | Sanjeev | MBA | RU |
| 24 | Bhanu Priya | B.Com | RU | 51 | Jyothi | M.Sc | RU |
| 25 | S Akash | BBA | RU | 52 | Roja Philip | M.Sc | RU |
| 26 | R Naveen Reddy | BBA | RU | 53 | Joshitha R | MCA | RU |
| 27 | B Girsh | BBA | RU | | | | |

Thank you all for your continuous support.

Thanks & Regards,

Dr. N Ramesh

Dean-Training & Placement, Planning

REVA University

Rukmini Knowledge Park, Kattigenahalli, Yelahanka,

Bengaluru 560 064, KARNATAKA, INDIA

Tel : 91 080 66226622

Mob: 91 9880514718 / **9900272598 (Naveen C)**

Email: placement@reva.edu.in

placement@revainstitution.org

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2018

Kudos to HGS Selects!!

REVA Placements <placement@reva.edu.in>

Tue 3/27/2018 11:31 AM

To: All <all@reva.edu.in>;all@revainstitution.org <all@revainstitution.org>

Cc: Dr. P Shyamajaju <chancellor@reva.edu.in>;Dr. Kulkarni S Y <vc@reva.edu.in>;Registrar REVA University <registrar@reva.edu.in>;Dr. N Ramesh <dir.planning@reva.edu.in>;Dr. Shubha A <dir.comm@reva.edu.in>;Dr. Beena G <beena@reva.edu.in>;Dr.K S Narayanaswamy <dir.me@reva.edu.in>;Dr.Senthil <dir.csa@reva.edu.in>;Dr.Rajashekar Mandi <dir.eee@reva.edu.in>;P S Venkataramu <director_iqac@reva.edu.in>;Dr.Rajashekar C.Biradar <dir.ece@reva.edu.in>;Dr S S Manvi <dir.cit@reva.edu.in>;Dr.Ramalinga Reddy <dir.ce@reva.edu.in>;Dr. Vishwanath J <principalrims@revainstitution.org>

Respected All,

Greetings of the day from **Placement Team!!**

We are happy to announce the list of selected students for the "**Hinduja Global Solutions**" Campus drive, which we had on **15th March 2018**.

Hinduja Global Solutions : 22 Selects

| Sl No. | Name | Branch |
|--------|------------------------|--------|
| 1 | Rohit.K | B.Com |
| 2 | Chandan Raj R | B.Com |
| 3 | | |
| 4 | Pooja Kumari | B.Com |
| 5 | Tejas P | B.Com |
| 6 | Swathi B | B.Com |
| 7 | Pooja Venkatesh Kamath | B.Com |
| 8 | Shalu Katoch | B.Com |
| 9 | Rachana R | B.Com |
| 10 | Lakshmi Singh | B.Com |
| 11 | Jaladurgam Ramya teja | B.Sc |
| 12 | Mariam Fathima | B.Sc |
| 13 | Rangini Rauniyar | BBA |
| 14 | Samip Ranjan Mahapatra | BCA |
| 15 | Rudresha M | BCA |
| 16 | Geetha Aishwarya A B | BCA |
| 17 | Arbin Nida | BCA |
| 18 | Vinay Kumar | BCA |
| 19 | Pooja V | BCA |
| 20 | Divyanshu Kumar | BCA |
| 21 | Rajshekar N | BCA |



Kudos to Concentrix Selects!!

REVA Placements <placement@reva.edu.in>

Thu 12 01 2018 10:20

To: All <all@reva.edu.in>;all@revainstitution.org <all@revainstitution.org>

Cc: Dr. P Shyamaraju <chancellor@reva.edu.in>;Dr. Kulkarni S Y <vc@reva.edu.in>;Registrar REVA University <registrar@reva.edu.in>;Dr. N Ramesh <dir.planning@reva.edu.in>;Dr. Beena G <beena@reva.edu.in>;Dr. Shubha A <dir.comm@reva.edu.in>;P S Venkataramu <director_iqac@reva.edu.in>;Dr.K S Narayanaswamy <dir.me@reva.edu.in>;Dr.Rajashekar Mandi <dir.eee@reva.edu.in>;Dr.Rajashekar C.Biradar <dir.ece@reva.edu.in>;Dr.Ramalinga Reddy <dir.ce@reva.edu.in>;Dr.S S Manvi <dir.cit@reva.edu.in>;Dr.Senthil <dir.csa@reva.edu.in>;Dr. Vishwanath J <principalrims@revainstitution.org>

Respected All,

Greetings of the day from **Placement Team!!**

We are happy to announce the list of selected students for the "**Concentrix**" Campus drive, which we had on **11th January 2018**.

Concentrix : 53 Selects

| Sl No | Names | Branch | University | Sl No | Names | Branch | University |
|-------|----------------------|------------|------------|-------|------------------|-----------|------------|
| 1 | [REDACTED] | [REDACTED] | RU | 28 | Manoj S | BBA | RU |
| 2 | Shalu Katoch | B.Com | RU | 29 | Shalini J | BBA | RU |
| 3 | Lakshmi Sing | B.Com | RU | 30 | Rachel Grace M | BBA | RU |
| 4 | A Varun | B.Com | RU | 31 | Priyanka S | BBA | RU |
| 5 | Krishna Kanth Sarode | B.Com | RU | 32 | Gandluru Almas | BBA | RU |
| 6 | Prince Godson | B.Com | RU | 33 | Sudhindra Mudhol | BBA | RU |
| 7 | Gaganashree R | B.Com | RU | 34 | Nikita Yadav | BCA | RU |
| 8 | Pooja B | B.Com | RU | 35 | Pooja TA | BCA | RU |
| 9 | Shobha YN | B.Com | RU | 36 | Bhavana B | BCA | RU |
| 10 | Swathi G | B.Com | RU | 37 | N Usha | BCA | RU |
| 11 | Ahamed Rajza | B.Com | RU | 38 | Varshitha K | BCA | RU |
| 12 | A Pawan | B.Com | RU | 39 | Ashutosh Singh | BCA | RU |
| 13 | Bhanu Priya M | B.Com | RU | 40 | Seema Taj | BCA | BU |
| 14 | Swetha | B.Com | RU | 41 | Ruksar Jaha | BCA | BU |
| 15 | Paromita Das | B.Com | RU | 42 | Sudarshan Y | BCA | RU |
| 16 | Robin Chaudhary | B.Com | RU | 43 | Priya H | BCA | RU |
| 17 | Tahir Hussain Laskar | B.Com | RU | 44 | Mariam Fathima | B.Sc (BT) | BU |



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| 21 | B Kushagra Nandha | B.Com | RU | 48 | Patil Pawan | MBA | RU |
| 22 | Vijay Sharma | B.Com | RU | 49 | Deeksha | MBA | RU |
| 23 | Srijana Priya Yadav | B.Com | RU | 50 | Sanjeev | MBA | RU |
| 24 | Bhanu Priya | B.Com | RU | 51 | Jyothi | M.Sc | RU |
| 25 | S Akash | BBA | RU | 52 | Roja Philip | M.Sc | RU |
| 26 | R Naveen Reddy | BBA | RU | 53 | Joshitha R | MCA | RU |
| 27 | B Girsh | BBA | RU | | | | |

Thank you all for your continuous support.

Thanks & Regards,

Dr. N Ramesh

Dean-Training & Placement, Planning

REVA University

Rukmini Knowledge Park, Kattigenahalli, Yelahanka,
Bengaluru 560 064, KARNATAKA, INDIA

Tel : 91 080 66226622

Mob: 91 9880514718 / **9900272598 (Naveen C)**

Email: placement@reva.edu.in

placement@revainstitution.org

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Kudos to Concentrix Selects!!

REVA Placements <placement@reva.edu.in>

Thu 12 01 2018 10:20

To: All <all@reva.edu.in>;all@revainstitution.org <all@revainstitution.org>

Cc: Dr. P Shyamaraju <chancellor@reva.edu.in>;Dr. Kulkarni S Y <vc@reva.edu.in>;Registrar REVA University <registrar@reva.edu.in>;Dr. N Ramesh <dir.planning@reva.edu.in>;Dr. Beena G <beena@reva.edu.in>;Dr. Shubha A <dir.comm@reva.edu.in>;P S Venkataramu <director_iqac@reva.edu.in>;Dr.K S Narayanaswamy <dir.me@reva.edu.in>;Dr.Rajashekar Mandi <dir.eee@reva.edu.in>;Dr.Rajashekar C.Biradar <dir.ece@reva.edu.in>;Dr.Ramalinga Reddy <dir.ce@reva.edu.in>;Dr.S S Manvi <dir.cit@reva.edu.in>;Dr.Senthil <dir.csa@reva.edu.in>;Dr. Vishwanath J <principalrims@revainstitution.org>

Respected All,

Greetings of the day from **Placement Team!!**

We are happy to announce the list of selected students for the "**Concentrix**" Campus drive, which we had on **11th January 2018**.

Concentrix : 53 Selects

| Sl No | Names | Branch | University | Sl No | Names | Branch | University |
|-------|----------------------|--------|------------|-------|------------------|-----------|------------|
| 1 | Nivedhitha Shaji | B.Com | RU | 28 | Manoj S | BBA | RU |
| 2 | Shalu Katoch | B.Com | RU | 29 | Shalini J | BBA | RU |
| 3 | Lakshmi Sing | B.Com | RU | 30 | Rachel Grace M | BBA | RU |
| 4 | A Varun | B.Com | RU | 31 | Priyanka S | BBA | RU |
| 5 | Krishna Kanth Sarode | B.Com | RU | 32 | Gandluru Almas | BBA | RU |
| 6 | Prince Godson | B.Com | RU | 33 | Sudhindra Mudhol | BBA | RU |
| 7 | Gaganashree R | B.Com | RU | 34 | Nikita Yadav | BCA | RU |
| 8 | Pooja B | B.Com | RU | 35 | Pooja TA | BCA | RU |
| 9 | Shobha YN | B.Com | RU | 36 | Bhavana B | BCA | RU |
| 10 | Swathi G | B.Com | RU | 37 | N Usha | BCA | RU |
| 11 | Ahamed Rajza | B.Com | RU | 38 | Varshitha K | BCA | RU |
| 12 | A Pawan | B.Com | RU | 39 | Ashutosh Singh | BCA | RU |
| 13 | Bhanu Priya M | B.Com | RU | 40 | Seema Taj | BCA | BU |
| 14 | Swetha | B.Com | RU | 41 | Ruksar Jaha | BCA | BU |
| 15 | | | RU | 42 | Sudarshan Y | BCA | RU |
| 16 | Robin Chaudhary | B.Com | RU | 43 | Priya H | BCA | RU |
| 17 | Tahir Hussain Laskar | B.Com | RU | 44 | Mariam Fathima | B.Sc (BT) | BU |



| | | | | | | | |
|----|------------------------|-------|----|----|-------------------|-------|----|
| 18 | Srishti Sharma | B.Com | RU | 45 | Bhavana Tiwari | M.Com | RU |
| 19 | Janhavi S | B.Com | RU | 46 | Kusha N | M.Com | RU |
| 20 | Lakshmisha CR | B.Com | RU | 47 | Sowmya | M.Com | RU |
| 21 | B Kushagra Nandha | B.Com | RU | 48 | Patil Pawan | MBA | RU |
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| 24 | Bhanu Priya | B.Com | RU | 51 | Jyothi | M.Sc | RU |
| 25 | S Akash | BBA | RU | 52 | Roja Philip | M.Sc | RU |
| 26 | R Naveen Reddy | BBA | RU | 53 | Joshitha R | MCA | RU |
| 27 | B Girsh | BBA | RU | | | | |

Thank you all for your continuous support.

Thanks & Regards,

Dr. N Ramesh

Dean-Training & Placement, Planning

REVA University

Rukmini Knowledge Park, Kattigenahalli, Yelahanka,

Bengaluru 560 064, KARNATAKA, INDIA

Tel : 91 080 66226622

Mob: 91 9880514718 / **9900272598 (Naveen C)**

Email: placement@reva.edu.in

placement@revainstitution.org

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Kudos to Concentrix Selects!!

REVA Placements <placement@reva.edu.in>

Fri 12 01 2018 10:20

To: All <all@reva.edu.in>;all@revainstitution.org <all@revainstitution.org>

Cc: Dr. P Shyamaraju <chancellor@reva.edu.in>;Dr. Kulkarni S Y <vc@reva.edu.in>;Registrar REVA University <registrar@reva.edu.in>;Dr. N Ramesh <dir.planning@reva.edu.in>;Dr. Beena G <beena@reva.edu.in>;Dr. Shubha A <dir.comm@reva.edu.in>;P S Venkataramu <director_iqac@reva.edu.in>;Dr.K S Narayanaswamy <dir.me@reva.edu.in>;Dr.Rajashekar Mandi <dir.eee@reva.edu.in>;Dr.Rajashekar C.Biradar <dir.ece@reva.edu.in>;Dr.Ramalinga Reddy <dir.ce@reva.edu.in>;Dr.S S Manvi <dir.cit@reva.edu.in>;Dr.Senthil <dir.csa@reva.edu.in>;Dr. Vishwanath J <principalrims@revainstitution.org>

Respected All,

Greetings of the day from **Placement Team!!**

We are happy to announce the list of selected students for the "**Concentrix**" Campus drive, which we had on **11th January 2018**.

Concentrix : 53 Selects

| SI No | Names | Branch | University | SI No | Names | Branch | University |
|-------|----------------------|--------|------------|-------|------------------|-----------|------------|
| 1 | Nivedhitha Shaji | B.Com | RU | 28 | Manoj S | BBA | RU |
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| 4 | A Varun | B.Com | RU | 31 | Priyanka S | BBA | RU |
| 5 | Krishna Kanth Sarode | B.Com | RU | 32 | Gandluru Almas | BBA | RU |
| 6 | Prince Godson | B.Com | RU | 33 | Sudhindra Mudhol | BBA | RU |
| 7 | Gaganashree R | B.Com | RU | 34 | Nikita Yadav | BCA | RU |
| 8 | | | RU | 35 | Pooja TA | BCA | RU |
| 9 | Shobha YN | B.Com | RU | 36 | Bhavana B | BCA | RU |
| 10 | Swathi G | B.Com | RU | 37 | N Usha | BCA | RU |
| 11 | Ahamed Rajza | B.Com | RU | 38 | Varshitha K | BCA | RU |
| 12 | A Pawan | B.Com | RU | 39 | Ashutosh Singh | BCA | RU |
| 13 | Bhanu Priya M | B.Com | RU | 40 | Seema Taj | BCA | BU |
| 14 | Swetha | B.Com | RU | 41 | Ruksar Jaha | BCA | BU |
| 15 | Paromita Das | B.Com | RU | 42 | Sudarshan Y | BCA | RU |
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| | | | | | | | |
|----|------------------------|-------|----|----|-------------------|-------|----|
| 18 | Srishti Sharma | B.Com | RU | 45 | Bhavana Tiwari | M.Com | RU |
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| 25 | S Akash | BBA | RU | 52 | Roja Philip | M.Sc | RU |
| 26 | R Naveen Reddy | BBA | RU | 53 | Joshitha R | MCA | RU |
| 27 | B Girsh | BBA | RU | | | | |

Thank you all for your continuous support.

Thanks & Regards,

Dr. N Ramesh

Dean-Training & Placement, Planning

REVA University

Rukmini Knowledge Park, Kattigenahalli, Yelahanka,

Bengaluru 560 064, KARNATAKA, INDIA

Tel : 91 080 66226622

Mob: 91 9880514718 / **9900272598 (Naveen C)**

Email: placement@reva.edu.in

placement@revainstitution.org

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Kudos to Concentrix Selects!!

REVA Placements <placement@reva.edu.in>

Fri 12 01 2018 10:20

To: All <all@reva.edu.in>;all@revainstitution.org <all@revainstitution.org>

Cc: Dr. P Shyamaraju <chancellor@reva.edu.in>;Dr. Kulkarni S Y <vc@reva.edu.in>;Registrar REVA University <registrar@reva.edu.in>;Dr. N Ramesh <dir.planning@reva.edu.in>;Dr. Beena G <beena@reva.edu.in>;Dr. Shubha A <dir.comm@reva.edu.in>;P S Venkataramu <director_iqac@reva.edu.in>;Dr.K S Narayanaswamy <dir.me@reva.edu.in>;Dr.Rajashekar Mandi <dir.eee@reva.edu.in>;Dr.Rajashekar C.Biradar <dir.ece@reva.edu.in>;Dr.Ramalinga Reddy <dir.ce@reva.edu.in>;Dr.S S Manvi <dir.cit@reva.edu.in>;Dr.Senthil <dir.csa@reva.edu.in>;Dr. Vishwanath J <principalrims@revainstitution.org>

Respected All,

Greetings of the day from **Placement Team!!**

We are happy to announce the list of selected students for the "**Concentrix**" Campus drive, which we had on **11th January 2018**.

Concentrix : 53 Selects

| Sl No | Names | Branch | University | Sl No | Names | Branch | University |
|-------|----------------------|--------|------------|-------|------------------|-----------|------------|
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| 13 | Bhanu Priya M | B.Com | RU | 40 | Seema Taj | BCA | BU |
| 14 | Swetha | B.Com | RU | 41 | Ruksar Jaha | BCA | BU |
| 15 | Paromita Das | B.Com | RU | 42 | Sudarshan Y | BCA | RU |
| 16 | Robin Chaudhary | B.Com | RU | 43 | Priya H | BCA | RU |
| 17 | Tahir Hussain Laskar | B.Com | RU | 44 | Mariam Fathima | B.Sc (BT) | BU |



| | | | | | | | |
|----|------------------------|-------|----|----|-------------------|-------|----|
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| 19 | Janhavi S | B.Com | RU | 46 | Kusha N | M.Com | RU |
| 20 | Lakshmisha CR | B.Com | RU | 47 | Sowmya | M.Com | RU |
| 21 | B Kushagra Nandha | B.Com | RU | 48 | Patil Pawan | MBA | RU |
| 22 | Vijay Sharma | B.Com | RU | 49 | Deeksha | MBA | RU |
| 23 | Srijana Priya Yadav | B.Com | RU | 50 | Sanjeev | MBA | RU |
| 24 | Bhanu Priya | B.Com | RU | 51 | Jyothi | M.Sc | RU |
| 25 | S Akash | BBA | RU | 52 | Roja Philip | M.Sc | RU |
| 26 | R Naveen Reddy | BBA | RU | 53 | Joshitha R | MCA | RU |
| 27 | B Girsh | BBA | RU | | | | |

Thank you all for your continuous support.

Thanks & Regards,

Dr. N Ramesh

Dean-Training & Placement, Planning

REVA University

Rukmini Knowledge Park, Kattigenahalli, Yelahanka,
Bengaluru 560 064, KARNATAKA, INDIA

Tel : 91 080 66226622

Mob: 91 9880514718 / **9900272598 (Naveen C)**

Email: placement@reva.edu.in

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2018

Kudos to CERNER Selects!!

REVA Placements <placement@reva.edu.in>

Thu 17-05-2018 15:27

To: All <all@reva.edu.in>;all@revainstitution.org <all@revainstitution.org>

Cc: Dr. P Shyamaraju <chancellor@reva.edu.in>;Dr. Kulkarni S Y <vc@reva.edu.in>;Registrar REVA University <registrar@reva.edu.in>;Dr. N Ramesh <dir.planning@reva.edu.in>;Dr. Shubha A <dir.comm@reva.edu.in>;Dr.Senthil <dir.csa@reva.edu.in>;Dr. Beena G <beena@reva.edu.in>;Dr.K S Narayanaswamy <dir.me@reva.edu.in>;Dr.Rajashekar Mandi <dir.eee@reva.edu.in>;P S Venkataramu <director_iqac@reva.edu.in>;Dr. Mallikarjun Kodabagi <dir.cit@reva.edu.in>;Dr K M Sudharshan <dir.ece@reva.edu.in>;Dr. Ramalinga Reddy <dir.ce@reva.edu.in>

1 attachments (2 MB)

Cerner Selects.jpeg

Respected All,

Greetings of the day from **Placement Team!!**

We are happy to announce the list of selected students for "**Cerner**" Campus drive, which we had today **17th May 2018**.

Cerner : 17 Selects

1. A Bala Murali (M.Sc BT)
2. Sowjanya (M.Sc BT)
3. Roja Philip (M.Sc BT)
4. Jyothi Rani (M.Sc BT)
5. Sushma M Shetty (M.Sc BC)
6. N Bhavani (MCA)
7. Pooja Devang SD (MCA)
8. Priya H (BCA)
9. Pavithra CB (BCA)
10. Geetha N (BCA)
11. Sudarshan V (BCA)
12. Amit Das (BBA)
13. Sujith S (BBA)
14. Shefali S (BBA)
15. Priyanka S (BBA)
16. [REDACTED] (B.Com)
17. Laks [REDACTED] Sindh (B.Com)

Thank you all for your continuous support.

Thanks & Regards,

Dr. N Ramesh

Dean-Training & Placement, Planning

REVA University

Rukmini Knowledge Park, Kattigenahalli, Yelahanka,

Bengaluru 560 064, KARNATAKA, INDIA





Kudos to Concentrix Selects!!

REVA Placements <placement@reva.edu.in>

Fri 12 01 2018 10:20

To: All <all@reva.edu.in>;all@revainstitution.org <all@revainstitution.org>

Cc: Dr. P Shyamaraju <chancellor@reva.edu.in>;Dr. Kulkarni S Y <vc@reva.edu.in>;Registrar REVA University <registrar@reva.edu.in>;Dr. N Ramesh <dir.planning@reva.edu.in>;Dr. Beena G <beena@reva.edu.in>;Dr. Shubha A <dir.comm@reva.edu.in>;P S Venkataramu <director_iqac@reva.edu.in>;Dr.K S Narayanaswamy <dir.me@reva.edu.in>;Dr.Rajashekar Mandi <dir.eee@reva.edu.in>;Dr.Rajashekar C.Biradar <dir.ece@reva.edu.in>;Dr.Ramalinga Reddy <dir.ce@reva.edu.in>;Dr.S S Manvi <dir.cit@reva.edu.in>;Dr.Senthil <dir.csa@reva.edu.in>;Dr. Vishwanath J <principalrims@revainstitution.org>

Respected All,

Greetings of the day from **Placement Team!!**

We are happy to announce the list of selected students for the "**Concentrix**" Campus drive, which we had on **11th January 2018**.

Concentrix : 53 Selects

| SI No | Names | Branch | University | SI No | Names | Branch | University |
|-------|----------------------|------------|------------|-------|------------------|-----------|------------|
| 1 | Nivedhitha Shaji | B.Com | RU | 28 | Manoj S | BBA | RU |
| 2 | Shalu Katoch | B.Com | RU | 29 | Shalini J | BBA | RU |
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| 7 | Gaganashree R | B.Com | RU | 34 | Nikita Yadav | BCA | RU |
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| 9 | Shobha YN | B.Com | RU | 36 | Bhavana B | BCA | RU |
| 10 | Swathi G | B.Com | RU | 37 | N Usha | BCA | RU |
| 11 | Ahamed Rajza | B.Com | RU | 38 | Varshitha K | BCA | RU |
| 12 | A Pawan | B.Com | RU | 39 | Ashutosh Singh | BCA | RU |
| 13 | Bhanu Priya M | B.Com | RU | 40 | Seema Taj | BCA | BU |
| 14 | Swetha | B.Com | RU | 41 | Ruksar Jaha | BCA | BU |
| 15 | Paromita Das | B.Com | RU | 42 | Sudarshan Y | BCA | RU |
| 16 | [REDACTED] | [REDACTED] | RU | 43 | Priya H | BCA | RU |
| 17 | Tahir Hussain Laskar | B.Com | RU | 44 | Mariam Fathima | B.Sc (BT) | BU |



| | | | | | | | |
|----|------------------------|-------|----|----|-------------------|-------|----|
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| 19 | Janhavi S | B.Com | RU | 46 | Kusha N | M.Com | RU |
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| 26 | R Naveen Reddy | BBA | RU | 53 | Joshitha R | MCA | RU |
| 27 | B Girsh | BBA | RU | | | | |

Thank you all for your continuous support.

Thanks & Regards,

Dr. N Ramesh

Dean-Training & Placement, Planning

REVA University

Rukmini Knowledge Park, Kattigenahalli, Yelahanka,
Bengaluru 560 064, KARNATAKA, INDIA

Tel : 91 080 66226622

Mob: 91 9880514718 / **9900272598 (Naveen C)**

Email: placement@reva.edu.in

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2018

Kudos to HGS Selects!!

REVA Placements <placement@reva.edu.in>

Tue 3/27/2018 11:31 AM

To: All <all@reva.edu.in>;all@revainstitution.org <all@revainstitution.org>

Cc: Dr. P Shyamajaju <chancellor@reva.edu.in>;Dr. Kulkarni S Y <vc@reva.edu.in>;Registrar REVA University <registrar@reva.edu.in>;Dr. N Ramesh <dir.planning@reva.edu.in>;Dr. Shubha A <dir.comm@reva.edu.in>;Dr. Beena G <beena@reva.edu.in>;Dr.K S Narayanaswamy <dir.me@reva.edu.in>;Dr.Senthil <dir.csa@reva.edu.in>;Dr.Rajashekar Mandi <dir.eee@reva.edu.in>;P S Venkataramu <director_iqac@reva.edu.in>;Dr.Rajashekar C.Biradar <dir.ece@reva.edu.in>;Dr S S Manvi <dir.cit@reva.edu.in>;Dr.Ramalinga Reddy <dir.ce@reva.edu.in>;Dr. Vishwanath J <principalrims@revainstitution.org>

Respected All,

Greetings of the day from **Placement Team!!**

We are happy to announce the list of selected students for the "**Hinduja Global Solutions**" Campus drive, which we had on **15th March 2018**.

Hinduja Global Solutions : 22 Selects

| Sl No. | Name | Branch |
|--------|------------------------|------------|
| 1 | [REDACTED] | [REDACTED] |
| 2 | Chandan Raj R | B.Com |
| 3 | manohar V | B.Com |
| 4 | Pooja Kumari | B.Com |
| 5 | Tejas P | B.Com |
| 6 | Swathi B | B.Com |
| 7 | Pooja Venkatesh Kamath | B.Com |
| 8 | Shalu Katoch | B.Com |
| 9 | Rachana R | B.Com |
| 10 | Lakshmi Singh | B.Com |
| 11 | Jaladurgam Ramya teja | B.Sc |
| 12 | Mariam Fathima | B.Sc |
| 13 | Rangini Rauniyar | BBA |
| 14 | Samip Ranjan Mahapatra | BCA |
| 15 | Rudresha M | BCA |
| 16 | Geetha Aishwarya A B | BCA |
| 17 | Arbin Nida | BCA |
| 18 | Vinay Kumar | BCA |
| 19 | Pooja V | BCA |
| 20 | Divyanshu Kumar | BCA |
| 21 | Rajshekar N | BCA |



Kudos to HGS Selects!!

REVA Placements <placement@reva.edu.in>

Tue 3/27/2018 11:31 AM

To: All <all@reva.edu.in>;all@revainstitution.org <all@revainstitution.org>

Cc: Dr. P Shyamajaju <chancellor@reva.edu.in>;Dr. Kulkarni S Y <vc@reva.edu.in>;Registrar REVA University <registrar@reva.edu.in>;Dr. N Ramesh <dir.planning@reva.edu.in>;Dr. Shubha A <dir.comm@reva.edu.in>;Dr. Beena G <beena@reva.edu.in>;Dr.K S Narayanaswamy <dir.me@reva.edu.in>;Dr.Senthil <dir.csa@reva.edu.in>;Dr.Rajashekar Mandi <dir.eee@reva.edu.in>;P S Venkataramu <director_iqac@reva.edu.in>;Dr.Rajashekar C.Biradar <dir.ece@reva.edu.in>;Dr S S Manvi <dir.cit@reva.edu.in>;Dr.Ramalinga Reddy <dir.ce@reva.edu.in>;Dr. Vishwanath J <principalrims@revainstitution.org>

Respected All,

Greetings of the day from **Placement Team!!**

We are happy to announce the list of selected students for the "**Hinduja Global Solutions**" Campus drive, which we had on **15th March 2018**.

Hinduja Global Solutions : 22 Selects

| Sl No. | Name | Branch |
|--------|------------------------|--------|
| 1 | Rohit.K | B.Com |
| 2 | Chandan Raj R | B.Com |
| 3 | manohar V | B.Com |
| 4 | Pooja Kumari | B.Com |
| 5 | Tejas P | B.Com |
| 6 | Swathi B | B.Com |
| 7 | Pooja Venkatesh Kamath | B.Com |
| 8 | | |
| 9 | Rachana R | B.Com |
| 10 | Lakshmi Singh | B.Com |
| 11 | Jaladurgam Ramya teja | B.Sc |
| 12 | Mariam Fathima | B.Sc |
| 13 | Rangini Rauniyar | BBA |
| 14 | Samip Ranjan Mahapatra | BCA |
| 15 | Rudresha M | BCA |
| 16 | Geetha Aishwarya A B | BCA |
| 17 | Arbin Nida | BCA |
| 18 | Vinay Kumar | BCA |
| 19 | Pooja V | BCA |
| 20 | Divyanshu Kumar | BCA |
| 21 | Rajshekar N | BCA |



Kudos to Concentrix Selects!!

REVA Placements <placement@reva.edu.in>

Fri 12 01 2018 10:20

To: All <all@reva.edu.in>;all@revainstitution.org <all@revainstitution.org>

Cc: Dr. P Shyamaraju <chancellor@reva.edu.in>;Dr. Kulkarni S Y <vc@reva.edu.in>;Registrar REVA University <registrar@reva.edu.in>;Dr. N Ramesh <dir.planning@reva.edu.in>;Dr. Beena G <beena@reva.edu.in>;Dr. Shubha A <dir.comm@reva.edu.in>;P S Venkataramu <director_iqac@reva.edu.in>;Dr.K S Narayanaswamy <dir.me@reva.edu.in>;Dr.Rajashekar Mandi <dir.eee@reva.edu.in>;Dr.Rajashekar C.Biradar <dir.ece@reva.edu.in>;Dr.Ramalinga Reddy <dir.ce@reva.edu.in>;Dr.S S Manvi <dir.cit@reva.edu.in>;Dr.Senthil <dir.csa@reva.edu.in>;Dr. Vishwanath J <principalrims@revainstitution.org>

Respected All,

Greetings of the day from **Placement Team!!**

We are happy to announce the list of selected students for the "**Concentrix**" Campus drive, which we had on **11th January 2018**.

Concentrix : 53 Selects

| SI No | Names | Branch | University | SI No | Names | Branch | University |
|-------|----------------------|--------|------------|-------|------------------|-----------|------------|
| 1 | Nivedhitha Shaji | B.Com | RU | 28 | Manoj S | BBA | RU |
| 2 | Shalu Katoch | B.Com | RU | 29 | Shalini J | BBA | RU |
| 3 | Lakshmi Sing | B.Com | RU | 30 | Rachel Grace M | BBA | RU |
| 4 | A Varun | B.Com | RU | 31 | Priyanka S | BBA | RU |
| 5 | Krishna Kanth Sarode | B.Com | RU | 32 | Gandluru Almas | BBA | RU |
| 6 | Prince Godson | B.Com | RU | 33 | Sudhindra Mudhol | BBA | RU |
| 7 | Gaganashree R | B.Com | RU | 34 | Nikita Yadav | BCA | RU |
| 8 | Pooja B | B.Com | RU | 35 | Pooja TA | BCA | RU |
| 9 | | | RU | 36 | Bhavana B | BCA | RU |
| 10 | Swathi G | B.Com | RU | 37 | N Usha | BCA | RU |
| 11 | Ahamed Rajza | B.Com | RU | 38 | Varshitha K | BCA | RU |
| 12 | A Pawan | B.Com | RU | 39 | Ashutosh Singh | BCA | RU |
| 13 | Bhanu Priya M | B.Com | RU | 40 | Seema Taj | BCA | BU |
| 14 | Swetha | B.Com | RU | 41 | Ruksar Jaha | BCA | BU |
| 15 | Paromita Das | B.Com | RU | 42 | Sudarshan Y | BCA | RU |
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| | | | | | | | |
|----|------------------------|-------|----|----|-------------------|-------|----|
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| 19 | Janhavi S | B.Com | RU | 46 | Kusha N | M.Com | RU |
| 20 | Lakshmisha CR | B.Com | RU | 47 | Sowmya | M.Com | RU |
| 21 | B Kushagra Nandha | B.Com | RU | 48 | Patil Pawan | MBA | RU |
| 22 | Vijay Sharma | B.Com | RU | 49 | Deeksha | MBA | RU |
| 23 | Srijana Priya Yadav | B.Com | RU | 50 | Sanjeev | MBA | RU |
| 24 | Bhanu Priya | B.Com | RU | 51 | Jyothi | M.Sc | RU |
| 25 | S Akash | BBA | RU | 52 | Roja Philip | M.Sc | RU |
| 26 | R Naveen Reddy | BBA | RU | 53 | Joshitha R | MCA | RU |
| 27 | B Girsh | BBA | RU | | | | |

Thank you all for your continuous support.

Thanks & Regards,

Dr. N Ramesh

Dean-Training & Placement, Planning

REVA University

Rukmini Knowledge Park, Kattigenahalli, Yelahanka,
Bengaluru 560 064, KARNATAKA, INDIA

Tel : 91 080 66226622

Mob: 91 9880514718 / **9900272598 (Naveen C)**

Email: placement@reva.edu.in

placement@revainstitution.org

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Kudos to Concentrix Selects!!

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Fri 12 01 2018 10:20

To: All <all@reva.edu.in>;all@revainstitution.org <all@revainstitution.org>

Cc: Dr. P Shyamaraju <chancellor@reva.edu.in>;Dr. Kulkarni S Y <vc@reva.edu.in>;Registrar REVA University <registrar@reva.edu.in>;Dr. N Ramesh <dir.planning@reva.edu.in>;Dr. Beena G <beena@reva.edu.in>;Dr. Shubha A <dir.comm@reva.edu.in>;P S Venkataramu <director_iqac@reva.edu.in>;Dr.K S Narayanaswamy <dir.me@reva.edu.in>;Dr.Rajashekar Mandi <dir.eee@reva.edu.in>;Dr.Rajashekar C.Biradar <dir.ece@reva.edu.in>;Dr.Ramalinga Reddy <dir.ce@reva.edu.in>;Dr.S S Manvi <dir.cit@reva.edu.in>;Dr.Senthil <dir.csa@reva.edu.in>;Dr. Vishwanath J <principalrims@revainstitution.org>

Respected All,

Greetings of the day from **Placement Team!!**

We are happy to announce the list of selected students for the "**Concentrix**" Campus drive, which we had on **11th January 2018**.

Concentrix : 53 Selects

| SI No | Names | Branch | University | SI No | Names | Branch | University |
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| 2 | Shalu Katoch | B.Com | RU | 29 | Shalini J | BBA | RU |
| 3 | Lakshmi Sing | B.Com | RU | 30 | Rachel Grace M | BBA | RU |
| 4 | A Varun | B.Com | RU | 31 | Priyanka S | BBA | RU |
| 5 | Krishna Kanth Sarode | B.Com | RU | 32 | Gandluru Almas | BBA | RU |
| 6 | Prince Godson | B.Com | RU | 33 | Sudhindra Mudhol | BBA | RU |
| 7 | Gaganashree R | B.Com | RU | 34 | Nikita Yadav | BCA | RU |
| 8 | Pooja B | B.Com | RU | 35 | Pooja TA | BCA | RU |
| 9 | Shobha YN | B.Com | RU | 36 | Bhavana B | BCA | RU |
| 10 | Swathi G | B.Com | RU | 37 | N Usha | BCA | RU |
| 11 | Ahamed Rajza | B.Com | RU | 38 | Varshitha K | BCA | RU |
| 12 | A Pawan | B.Com | RU | 39 | Ashutosh Singh | BCA | RU |
| 13 | Bhanu Priya M | B.Com | RU | 40 | Seema Taj | BCA | BU |
| 14 | Swetha | B.Com | RU | 41 | Ruksar Jaha | BCA | BU |
| 15 | Paromita Das | B.Com | RU | 42 | Sudarshan Y | BCA | RU |
| 16 | Robin Chaudhary | B.Com | RU | 43 | Priya H | BCA | RU |
| 17 | Tahir Hussain Laskar | B.Com | RU | 44 | Mariam Fathima | B.Sc (BT) | BU |



| | | | | | | | |
|----|------------------------|-------|----|----|-------------------|-------|----|
| 18 | | | RU | 45 | Bhavana Tiwari | M.Com | RU |
| 19 | Janhavi S | B.Com | RU | 46 | Kusha N | M.Com | RU |
| 20 | Lakshmisha CR | B.Com | RU | 47 | Sowmya | M.Com | RU |
| 21 | B Kushagra Nandha | B.Com | RU | 48 | Patil Pawan | MBA | RU |
| 22 | Vijay Sharma | B.Com | RU | 49 | Deeksha | MBA | RU |
| 23 | Srijana Priya Yadav | B.Com | RU | 50 | Sanjeev | MBA | RU |
| 24 | Bhanu Priya | B.Com | RU | 51 | Jyothi | M.Sc | RU |
| 25 | S Akash | BBA | RU | 52 | Roja Philip | M.Sc | RU |
| 26 | R Naveen Reddy | BBA | RU | 53 | Joshitha R | MCA | RU |
| 27 | B Girsh | BBA | RU | | | | |

Thank you all for your continuous support.

Thanks & Regards,

Dr. N Ramesh

Dean-Training & Placement, Planning

REVA University

Rukmini Knowledge Park, Kattigenahalli, Yelahanka,

Bengaluru 560 064, KARNATAKA, INDIA

Tel : 91 080 66226622

Mob: 91 9880514718 / **9900272598 (Naveen C)**

Email: placement@reva.edu.in

placement@revainstitution.org

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Kudos to Concentrix Selects!!

REVA Placements <placement@reva.edu.in>

Thu 12 01 2018 10:20

To: All <all@reva.edu.in>;all@revainstitution.org <all@revainstitution.org>

Cc: Dr. P Shyamaraju <chancellor@reva.edu.in>;Dr. Kulkarni S Y <vc@reva.edu.in>;Registrar REVA University <registrar@reva.edu.in>;Dr. N Ramesh <dir.planning@reva.edu.in>;Dr. Beena G <beena@reva.edu.in>;Dr. Shubha A <dir.comm@reva.edu.in>;P S Venkataramu <director_iqac@reva.edu.in>;Dr.K S Narayanaswamy <dir.me@reva.edu.in>;Dr.Rajashekar Mandi <dir.eee@reva.edu.in>;Dr.Rajashekar C.Biradar <dir.ece@reva.edu.in>;Dr.Ramalinga Reddy <dir.ce@reva.edu.in>;Dr.S S Manvi <dir.cit@reva.edu.in>;Dr.Senthil <dir.csa@reva.edu.in>;Dr. Vishwanath J <principalrims@revainstitution.org>

Respected All,

Greetings of the day from **Placement Team!!**

We are happy to announce the list of selected students for the "**Concentrix**" Campus drive, which we had on **11th January 2018**.

Concentrix : 53 Selects

| SI No | Names | Branch | University | SI No | Names | Branch | University |
|-------|----------------------|------------|------------|-------|------------------|-----------|------------|
| 1 | Nivedhitha Shaji | B.Com | RU | 28 | Manoj S | BBA | RU |
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| 3 | Lakshmi Sing | B.Com | RU | 30 | Rachel Grace M | BBA | RU |
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| 5 | Krishna Kanth Sarode | B.Com | RU | 32 | Gandluru Almas | BBA | RU |
| 6 | Prince Godson | B.Com | RU | 33 | Sudhindra Mudhol | BBA | RU |
| 7 | Gaganashree R | B.Com | RU | 34 | Nikita Yadav | BCA | RU |
| 8 | Pooja B | B.Com | RU | 35 | Pooja TA | BCA | RU |
| 9 | Shobha YN | B.Com | RU | 36 | Bhavana B | BCA | RU |
| 10 | S [REDACTED] | [REDACTED] | RU | 37 | N Usha | BCA | RU |
| 11 | Ahamed Rajza | B.Com | RU | 38 | Varshitha K | BCA | RU |
| 12 | A Pawan | B.Com | RU | 39 | Ashutosh Singh | BCA | RU |
| 13 | Bhanu Priya M | B.Com | RU | 40 | Seema Taj | BCA | BU |
| 14 | Swetha | B.Com | RU | 41 | Ruksar Jaha | BCA | BU |
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| | | | | | | | |
|----|------------------------|-------|----|----|-------------------|-------|----|
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| 19 | Janhavi S | B.Com | RU | 46 | Kusha N | M.Com | RU |
| 20 | Lakshmisha CR | B.Com | RU | 47 | Sowmya | M.Com | RU |
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| 24 | Bhanu Priya | B.Com | RU | 51 | Jyothi | M.Sc | RU |
| 25 | S Akash | BBA | RU | 52 | Roja Philip | M.Sc | RU |
| 26 | R Naveen Reddy | BBA | RU | 53 | Joshitha R | MCA | RU |
| 27 | B Girsh | BBA | RU | | | | |

Thank you all for your continuous support.

Thanks & Regards,

Dr. N Ramesh

Dean-Training & Placement, Planning

REVA University

Rukmini Knowledge Park, Kattigenahalli, Yelahanka,
Bengaluru 560 064, KARNATAKA, INDIA

Tel : 91 080 66226622

Mob: 91 9880514718 / **9900272598 (Naveen C)**

Email: placement@reva.edu.in

placement@revainstitution.org

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Kudos to Concentrix Selects!!

REVA Placements <placement@reva.edu.in>

Thu 12 01 2018 10:20

To: All <all@reva.edu.in>;all@revainstitution.org <all@revainstitution.org>

Cc: Dr. P Shyamaraju <chancellor@reva.edu.in>;Dr. Kulkarni S Y <vc@reva.edu.in>;Registrar REVA University <registrar@reva.edu.in>;Dr. N Ramesh <dir.planning@reva.edu.in>;Dr. Beena G <beena@reva.edu.in>;Dr. Shubha A <dir.comm@reva.edu.in>;P S Venkataramu <director_iqac@reva.edu.in>;Dr.K S Narayanaswamy <dir.me@reva.edu.in>;Dr.Rajashekar Mandi <dir.eee@reva.edu.in>;Dr.Rajashekar C.Biradar <dir.ece@reva.edu.in>;Dr.Ramalinga Reddy <dir.ce@reva.edu.in>;Dr.S S Manvi <dir.cit@reva.edu.in>;Dr.Senthil <dir.csa@reva.edu.in>;Dr. Vishwanath J <principalrims@revainstitution.org>

Respected All,

Greetings of the day from **Placement Team!!**

We are happy to announce the list of selected students for the "**Concentrix**" Campus drive, which we had on **11th January 2018**.

Concentrix : 53 Selects

| Sl No | Names | Branch | University | Sl No | Names | Branch | University |
|-------|----------------------|--------|------------|-------|------------------|-----------|------------|
| 1 | Nivedhitha Shaji | B.Com | RU | 28 | Manoj S | BBA | RU |
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| 9 | Shobha YN | B.Com | RU | 36 | Bhavana B | BCA | RU |
| 10 | Swathi G | B.Com | RU | 37 | N Usha | BCA | RU |
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| 12 | A Pawan | B.Com | RU | 39 | Ashutosh Singh | BCA | RU |
| 13 | Bhanu Priya M | B.Com | RU | 40 | Seema Taj | BCA | BU |
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| | | | | | | | |
|----|------------------------|-------|----|----|-------------------|-------|----|
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| 26 | R Naveen Reddy | BBA | RU | 53 | Joshitha R | MCA | RU |
| 27 | B Girsh | BBA | RU | | | | |

Thank you all for your continuous support.

Thanks & Regards,

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REVA University

Rukmini Knowledge Park, Kattigenahalli, Yelahanka,
Bengaluru 560 064, KARNATAKA, INDIA

Tel : 91 080 66226622

Mob: 91 9880514718 / **9900272598 (Naveen C)**

Email: placement@reva.edu.in

placement@revainstitution.org

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Kudos to Concentrix Selects!!

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Thu 12 01 2018 10:20

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Respected All,

Greetings of the day from **Placement Team!!**

We are happy to announce the list of selected students for the "**Concentrix**" Campus drive, which we had on **11th January 2018**.

Concentrix : 53 Selects

| Sl No | Names | Branch | University | Sl No | Names | Branch | University |
|-------|----------------------|--------|------------|-------|------------------|-----------|------------|
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| 17 | | | RU | 44 | Mariam Fathima | B.Sc (BT) | BU |



| | | | | | | | |
|----|------------------------|-------|----|----|-------------------|-------|----|
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| 19 | Janhavi S | B.Com | RU | 46 | Kusha N | M.Com | RU |
| 20 | Lakshmisha CR | B.Com | RU | 47 | Sowmya | M.Com | RU |
| 21 | B Kushagra Nandha | B.Com | RU | 48 | Patil Pawan | MBA | RU |
| 22 | Vijay Sharma | B.Com | RU | 49 | Deeksha | MBA | RU |
| 23 | Srijana Priya Yadav | B.Com | RU | 50 | Sanjeev | MBA | RU |
| 24 | Bhanu Priya | B.Com | RU | 51 | Jyothi | M.Sc | RU |
| 25 | S Akash | BBA | RU | 52 | Roja Philip | M.Sc | RU |
| 26 | R Naveen Reddy | BBA | RU | 53 | Joshitha R | MCA | RU |
| 27 | B Girsh | BBA | RU | | | | |

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REVA University

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Bengaluru 560 064, KARNATAKA, INDIA

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Mob: 91 9880514718 / **9900272598 (Naveen C)**

Email: placement@reva.edu.in

placement@revainstitution.org

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2018

Kudos to HGS Selects!!

REVA Placements <placement@reva.edu.in>

Tue 3/27/2018 11:31 AM

To: All <all@reva.edu.in>;all@revainstitution.org <all@revainstitution.org>

Cc: Dr. P Shyamajaju <chancellor@reva.edu.in>;Dr. Kulkarni S Y <vc@reva.edu.in>;Registrar REVA University <registrar@reva.edu.in>;Dr. N Ramesh <dir_planning@reva.edu.in>;Dr. Shubha A <dir_comm@reva.edu.in>;Dr. Beena G <beena@reva.edu.in>;Dr.K S Narayanaswamy <dir.me@reva.edu.in>;Dr.Senthil <dir.csa@reva.edu.in>;Dr.Rajashekar Mandi <dir.eee@reva.edu.in>;P S Venkataramu <director_iqac@reva.edu.in>;Dr.Rajashekar C.Biradar <dir.ece@reva.edu.in>;Dr S S Manvi <dir.cit@reva.edu.in>;Dr.Ramalinga Reddy <dir.ce@reva.edu.in>;Dr. Vishwanath J <principalrims@revainstitution.org>

Respected All,

Greetings of the day from **Placement Team!!**

We are happy to announce the list of selected students for the "**Hinduja Global Solutions**" Campus drive, which we had on **15th March 2018**.

Hinduja Global Solutions : 22 Selects

| Sl No. | Name | Branch |
|--------|------------------------|--------|
| 1 | Rohit.K | B.Com |
| 2 | Chandan Raj R | B.Com |
| 3 | manohar V | B.Com |
| 4 | Pooja Kumari | B.Com |
| 5 | | |
| 6 | Swathi B | B.Com |
| 7 | Pooja Venkatesh Kamath | B.Com |
| 8 | Shalu Katoch | B.Com |
| 9 | Rachana R | B.Com |
| 10 | Lakshmi Singh | B.Com |
| 11 | Jaladurgam Ramya teja | B.Sc |
| 12 | Mariam Fathima | B.Sc |
| 13 | Rangini Rauniyar | BBA |
| 14 | Samip Ranjan Mahapatra | BCA |
| 15 | Rudresha M | BCA |
| 16 | Geetha Aishwarya A B | BCA |
| 17 | Arbin Nida | BCA |
| 18 | Vinay Kumar | BCA |
| 19 | Pooja V | BCA |
| 20 | Divyanshu Kumar | BCA |
| 21 | Rajshekar N | BCA |



Kudos to Concentrix Selects!!

REVA Placements <placement@reva.edu.in>

Fri 12 01 2018 10:20

To: All <all@reva.edu.in>;all@revainstitution.org <all@revainstitution.org>

Cc: Dr. P Shyamaraju <chancellor@reva.edu.in>;Dr. Kulkarni S Y <vc@reva.edu.in>;Registrar REVA University <registrar@reva.edu.in>;Dr. N Ramesh <dir.planning@reva.edu.in>;Dr. Beena G <beena@reva.edu.in>;Dr. Shubha A <dir.comm@reva.edu.in>;P S Venkataramu <director_iqac@reva.edu.in>;Dr.K S Narayanaswamy <dir.me@reva.edu.in>;Dr.Rajashekar Mandi <dir.eee@reva.edu.in>;Dr.Rajashekar C.Biradar <dir.ece@reva.edu.in>;Dr.Ramalinga Reddy <dir.ce@reva.edu.in>;Dr.S S Manvi <dir.cit@reva.edu.in>;Dr.Senthil <dir.csa@reva.edu.in>;Dr. Vishwanath J <principalrims@revainstitution.org>

Respected All,

Greetings of the day from **Placement Team!!**

We are happy to announce the list of selected students for the "**Concentrix**" Campus drive, which we had on **11th January 2018**.

Concentrix : 53 Selects

| Sl No | Names | Branch | University | Sl No | Names | Branch | University |
|-------|----------------------|--------|------------|-------|------------------|-----------|------------|
| 1 | Nivedhitha Shaji | B.Com | RU | 28 | Manoj S | BBA | RU |
| 2 | Shalu Katoch | B.Com | RU | 29 | Shalini J | BBA | RU |
| 3 | Lakshmi Sing | B.Com | RU | 30 | Rachel Grace M | BBA | RU |
| 4 | A Varun | B.Com | RU | 31 | Priyanka S | BBA | RU |
| 5 | Krishna Kanth Sarode | B.Com | RU | 32 | Gandluru Almas | BBA | RU |
| 6 | Prince Godson | B.Com | RU | 33 | Sudhindra Mudhol | BBA | RU |
| 7 | Gaganashree R | B.Com | RU | 34 | Nikita Yadav | BCA | RU |
| 8 | Pooja B | B.Com | RU | 35 | Pooja TA | BCA | RU |
| 9 | Shobha YN | B.Com | RU | 36 | Bhavana B | BCA | RU |
| 10 | Swathi G | B.Com | RU | 37 | N Usha | BCA | RU |
| 11 | Ahamed Rajza | B.Com | RU | 38 | Varshitha K | BCA | RU |
| 12 | A Pawan | B.Com | RU | 39 | Ashutosh Singh | BCA | RU |
| 13 | Bhanu Priya M | B.Com | RU | 40 | Seema Taj | BCA | BU |
| 14 | Swetha | B.Com | RU | 41 | Ruksar Jaha | BCA | BU |
| 15 | Paromita Das | B.Com | RU | 42 | Sudarshan Y | BCA | RU |
| 16 | Robin Chaudhary | B.Com | RU | 43 | Priya H | BCA | RU |
| 17 | Tahir Hussain Laskar | B.Com | RU | 44 | Mariam Fathima | B.Sc (BT) | BU |



| | | | | | | | |
|----|----------------------------|------------|----|----|-------------------|-------|----|
| 18 | Srishti Sharma | B.Com | RU | 45 | Bhavana Tiwari | M.Com | RU |
| 19 | Janhavi S | B.Com | RU | 46 | Kusha N | M.Com | RU |
| 20 | Lakshmisha CR | B.Com | RU | 47 | Sowmya | M.Com | RU |
| 21 | B [REDACTED] [REDACTED] | [REDACTED] | RU | 48 | Patil Pawan | MBA | RU |
| 22 | Vijay Sharma | B.Com | RU | 49 | Deeksha | MBA | RU |
| 23 | Srijana Priya Yadav | B.Com | RU | 50 | Sanjeev | MBA | RU |
| 24 | Bhanu Priya | B.Com | RU | 51 | Jyothi | M.Sc | RU |
| 25 | S Akash | BBA | RU | 52 | Roja Philip | M.Sc | RU |
| 26 | R Naveen Reddy | BBA | RU | 53 | Joshitha R | MCA | RU |
| 27 | B Girsh | BBA | RU | | | | |

Thank you all for your continuous support.

Thanks & Regards,

Dr. N Ramesh

Dean-Training & Placement, Planning

REVA University

Rukmini Knowledge Park, Kattigenahalli, Yelahanka,

Bengaluru 560 064, KARNATAKA, INDIA

Tel : 91 080 66226622

Mob: 91 9880514718 / **9900272598 (Naveen C)**

Email: placement@reva.edu.in

placement@revainstitution.org

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09

RE: Only Group Healthcare Recruitment Drive 2017-18

Saritha K <sarithak@only-group.co>

Thu 16 11 2017 17:05

To: Naveen C <naveen.c@reva.edu.in>

Cc: Dr. N Ramesh <dir.planning@reva.edu.in>; raffaths@only-group.co <raffaths@only-group.co>; 'Sanjeev EK' <sanjeevek@only-group.co>

Hi Naveen,

Kindly find the list of final selected candidates and do let us know when are the students available to collect their offer letters.

| SL# | Names |
|-----|--------------------|
| 1 | Kriti Gupta |
| 2 | Ardhra A.I |
| 3 | Anurag Kumar Singh |
| 4 | [REDACTED] |

Thanks & Regards,
Saritha
Talent Acquisition Specialist
PH: 7022561888

From: Saritha K [mailto:sarithak@only-group.co]
Sent: 13 November 2017 17:48
To: 'Naveen C' <naveen.c@reva.edu.in>
Cc: 'Dr. N Ramesh' <dir.planning@reva.edu.in>; 'raffaths@only-group.co' <raffaths@only-group.co>; 'Sanjeev EK' <sanjeevek@only-group.co>
Subject: RE: Only Group Healthcare Recruitment Drive 2017-18

Hi Naveen,

Greetings from OG Healthcare,

Kindly let us know the dates when the students of the other branched are available.

Our team will be coming on November 14, 2017 at 10:00 am for the production interviews.



Kudos to Concentrix Selects!!

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Thu 12 01 2018 10:20

To: All <all@reva.edu.in>;all@revainstitution.org <all@revainstitution.org>

Cc: Dr. P Shyamaraju <chancellor@reva.edu.in>;Dr. Kulkarni S Y <vc@reva.edu.in>;Registrar REVA University <registrar@reva.edu.in>;Dr. N Ramesh <dir.planning@reva.edu.in>;Dr. Beena G <beena@reva.edu.in>;Dr. Shubha A <dir.comm@reva.edu.in>;P S Venkataramu <director_iqac@reva.edu.in>;Dr.K S Narayanaswamy <dir.me@reva.edu.in>;Dr.Rajashekar Mandi <dir.eee@reva.edu.in>;Dr.Rajashekar C.Biradar <dir.ece@reva.edu.in>;Dr.Ramalinga Reddy <dir.ce@reva.edu.in>;Dr.S S Manvi <dir.cit@reva.edu.in>;Dr.Senthil <dir.csa@reva.edu.in>;Dr. Vishwanath J <principalrims@revainstitution.org>

Respected All,

Greetings of the day from **Placement Team!!**

We are happy to announce the list of selected students for the "**Concentrix**" Campus drive, which we had on **11th January 2018**.

Concentrix : 53 Selects

| Sl No | Names | Branch | University | Sl No | Names | Branch | University |
|-------|----------------------|--------|------------|-------|------------------|-----------|------------|
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| 6 | Prince Godson | B.Com | RU | 33 | Sudhindra Mudhol | BBA | RU |
| 7 | Gaganashree R | B.Com | RU | 34 | Nikita Yadav | BCA | RU |
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| 9 | Shobha YN | B.Com | RU | 36 | Bhavana B | BCA | RU |
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| 11 | Ahamed Rajza | B.Com | RU | 38 | Varshitha K | BCA | RU |
| 12 | A Pawan | B.Com | RU | 39 | Ashutosh Singh | BCA | RU |
| 13 | Bhanu Priya M | B.Com | RU | 40 | Seema Taj | BCA | BU |
| 14 | Swetha | B.Com | RU | 41 | Ruksar Jaha | BCA | BU |
| 15 | Paromita Das | B.Com | RU | 42 | Sudarshan Y | BCA | RU |
| 16 | Robin Chaudhary | B.Com | RU | 43 | Priya H | BCA | RU |
| 17 | Tahir Hussain Laskar | B.Com | RU | 44 | Mariam Fathima | B.Sc (BT) | BU |



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| 19 | Janhavi S | B.Com | RU | 46 | Kusha N | M.Com | RU |
| 20 | Lakshmisha CR | B.Com | RU | 47 | Sowmya | M.Com | RU |
| 21 | B Kushagra Nandha | B.Com | RU | 48 | Patil Pawan | MBA | RU |
| 22 | _____a | _____ | RU | 49 | Deeksha | MBA | RU |
| 23 | Srijana Priya Yadav | B.Com | RU | 50 | Sanjeev | MBA | RU |
| 24 | Bhanu Priya | B.Com | RU | 51 | Jyothi | M.Sc | RU |
| 25 | S Akash | BBA | RU | 52 | Roja Philip | M.Sc | RU |
| 26 | R Naveen Reddy | BBA | RU | 53 | Joshitha R | MCA | RU |
| 27 | B Girsh | BBA | RU | | | | |

Thank you all for your continuous support.

Thanks & Regards,

Dr. N Ramesh

Dean-Training & Placement, Planning

REVA University

Rukmini Knowledge Park, Kattigenahalli, Yelahanka,

Bengaluru 560 064, KARNATAKA, INDIA

Tel : 91 080 66226622

Mob: 91 9880514718 / **9900272598 (Naveen C)**

Email: placement@reva.edu.in

placement@revainstitution.org

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2018

Kudos to CERNER Selects!!

REVA Placements <placement@reva.edu.in>

Thu 17-05-2018 15:27

To: All <all@reva.edu.in>;all@revainstitution.org <all@revainstitution.org>

Cc: Dr. P Shyamaraju <chancellor@reva.edu.in>;Dr. Kulkarni S Y <vc@reva.edu.in>;Registrar REVA University <registrar@reva.edu.in>;Dr. N Ramesh <dir.planning@reva.edu.in>;Dr. Shubha A <dir.comm@reva.edu.in>;Dr.Senthil <dir.csa@reva.edu.in>;Dr. Beena G <beena@reva.edu.in>;Dr.K S Narayanaswamy <dir.me@reva.edu.in>;Dr.Rajashekar Mandi <dir.eee@reva.edu.in>;P S Venkataramu <director_iqac@reva.edu.in>;Dr. Mallikarjun Kodabagi <dir.cit@reva.edu.in>;Dr K M Sudharshan <dir.ece@reva.edu.in>;Dr. Ramalinga Reddy <dir.ce@reva.edu.in>

1 attachments (2 MB)

Cerner Selects.jpeg

Respected All,

Greetings of the day from **Placement Team!!**

We are happy to announce the list of selected students for "**Cerner**" Campus drive, which we had today **17th May 2018**.

Cerner : 17 Selects

1. A Bala Murali (M.Sc BT)
2. Sowjanya (M.Sc BT)
3. Roja Philip (M.Sc BT)
4. Jyothi Rani (M.Sc BT)
5. Sushma M Shetty (M.Sc BC)
6. N Bhavani (MCA)
7. Pooja Devang SD (MCA)
8. Priya H (BCA)
9. Pavithra CB (BCA)
10. Geetha N (BCA)
11. Sudarshan V (BCA)
12. [REDACTED]
13. Sujith S (BBA)
14. Shefali S (BBA)
15. Priyanka S (BBA)
16. Priya (B.Com)
17. Lakshmi Singh (B.Com)

Thank you all for your continuous support.

Thanks & Regards,

Dr. N Ramesh

Dean-Training & Placement, Planning

REVA University

Rukmini Knowledge Park, Kattigenahalli, Yelahanka,

Bengaluru 560 064, KARNATAKA, INDIA





Re: Kudos to BBA & B.Com Selects

Dr. Kulkarni S Y <vc@reva.edu.in>

Wed 9/13/2017 12:49 PM

To: REVA Placements <placement@reva.edu.in>; All <all@reva.edu.in>; all@revainstitution.org <all@revainstitution.org>

Cc: Dr. P Shyamaraju <chancellor@reva.edu.in>; Registrar REVA University <registrar@reva.edu.in>; Dr. N Ramesh <dir.planning@reva.edu.in>; P S Venkataramu <director_iqac@reva.edu.in>; Dr. Shubha A <dir.comm@reva.edu.in>; Dr. Rajashekar C. Biradar <dir.ece@reva.edu.in>; Dr. Ramalinga Reddy <dir.ce@reva.edu.in>; Dr. Rajashekar Mandi <dir.eee@reva.edu.in>; Dr. K S Narayanaswamy <dir.me@reva.edu.in>; Dr. Mallikarjun Kodabagi <dir.cit@reva.edu.in>; Dr. Beena G <beena@reva.edu.in>; Dr. Senthil <dir.csa@reva.edu.in>

Congratulations !!!! Kudos to Team placement and all selected students

Thanks & Regards

Dr. S. Y. Kulkarni

Vice Chancellor



Rukmini Knowledge Park | Kattigenahalli | Yelahanka,
Bangalore - 560064 | Ph : 080-66226622, | Fax : 080-28478539
Email : vc@reva.edu.in , kulkarni_sy@reva.edu.in
Website : www.reva.edu.in

From: REVA Placements

Sent: Wednesday, September 13, 2017 12:47:30 PM

To: All; all@revainstitution.org

Cc: Dr. P Shyamaraju; Dr. Kulkarni S Y; Registrar REVA University; Dr. N Ramesh; P S Venkataramu; Dr. Shubha A; Dr. Rajashekar C. Biradar; Dr. Ramalinga Reddy; Dr. Rajashekar Mandi; Dr. K S Narayanaswamy; Dr. S S Manvi; Dr. Beena G; Dr. Senthil

Subject: Kudos to BBA & B.Com Selects

Respected All,

Greetings of the day from **Placement team!!**

We are happy to share the list of selected students of REVA University for "**MICROLAND**" Campus Drive which we had on **07th September 2017**.

MICROLAND : 07 Selects 2018 passing out batch

BBA - REVA University

1. [REDACTED]
2. Challenge Krishna A S
3. M Taanushree



- 4. Priyanka J
- 5. Sai Keerthi
- 6. Shefali

B.Com - REVA University

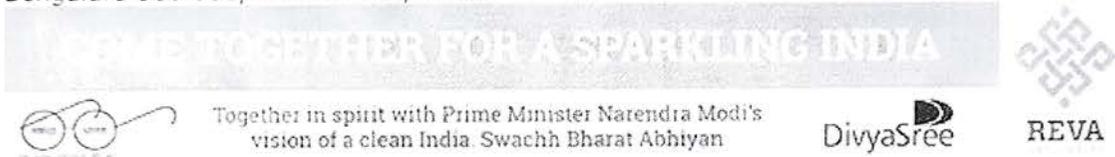
1. Jhanvi S

Thank you all for your continuous support.

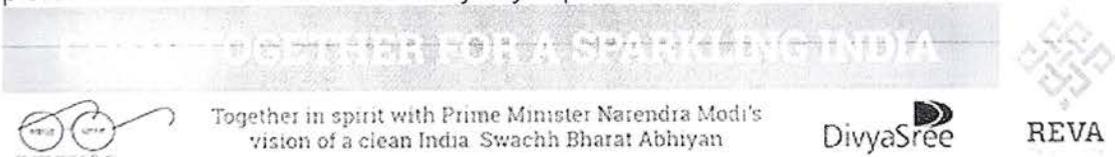
Thanks & Regards,

Dr. N Ramesh

Dean-Training & Placement, Planning
 REVA University
 Rukmini Knowledge Park, Kattigenahalli, Yelahanka,
 Bengaluru 560 064, KARNATAKA, INDIA



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RE: Selected Candidates list for Internship.

Pramod Mohanty <Pramod.Mohanty@idbifederal.com>

Thu 18-01-2018 17:10

To: Naveen C <naveen.c@reva.edu.in>

Cc: Dr. N Ramesh <dir.planning@reva.edu.in>; Vasanthapriyan Ravikumar <Vasanthapriyan.Ravikumar@idbifederal.com>

1 attachments (12 KB)

REVA Interested students list IDBI Federal LI Co Ltd - 5th Dec 2017.xlsx

Dear Mr. Naveen,

I am attaching the sheet of interested candidates who joined in our organization, please issue a NOC for all of them. Mentioning their time period of internship.

Regards,

Pramod

Cluster Manager- POS

M - 9342119343

1st floor, site no-4, shiva sadan, 9th main road, 5th block, jayanagar, Bangalore-560041

From: Naveen C [mailto:naveen.c@reva.edu.in]

Sent: Friday, January 05, 2018 9:37 AM

To: Pramod Mohanty

Cc: Dr. N Ramesh; Vasanthapriyan Ravikumar

Subject: Re: Selected Candidates list for Internship.

Dear Sir,

Good Morning,

Please find the attached copy of interested students list.
sorry for delayed.

Thanking you.

--

Warm regards

Naveen C

Sr. Manager - Training & Placement

REVA University

Rukmini Knowledge Park



RE: Selected Candidates list for Internship.

Pramod Mohanty <Pramod.Mohanty@idbifederal.com>

Thu 18-01-2018 17:10

To: Naveen C <naveen.c@reva.edu.in>

Cc: Dr. N Ramesh <dir.planning@reva.edu.in>; Vasanthapriyan Ravikumar <Vasanthapriyan.Ravikumar@idbifederal.com>

1 attachments (12 KB)

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1st floor,site no-4,shiva sadan,9th main road,5th block,jayanagar,Bangalore-560041

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Naveen C

Sr. Manager - Training & Placement

REVA University

Rukmini Knowledge Park



IDBI Federal LI Co Ltd

| Sl.no | SRN | Name | Mobile No |
|-------|-----------|-----------------------------|------------|
| 1 | R | | 9663805887 |
| 2 | R15BM071 | Ragini Rauniyar | 9663821620 |
| 3 | R16mb018 | Basavaraj | 8217479757 |
| 4 | R16MB024 | Chetan Kumar V | 8892041821 |
| 5 | R16mb026 | Chinnimayi Shivaprasad | 9845485384 |
| 6 | R16MB029 | Dharmesha G | 8197011201 |
| 7 | R16MB036 | Jayanth Kumar T S | 9591169916 |
| 8 | R16MB045 | Kcerthi Kumar K | 8867256740 |
| 9 | R16MB059 | Manjunath A Basetti | 7899032958 |
| 10 | R16MB062 | Moula Hussain K | 8095369953 |
| 11 | R16MB099 | Shabeer P | 9972532477 |
| 12 | R16MB108 | Mahesh Kumar H | 9591447298 |
| 13 | R16MB117 | Santhosh Babu B | 7892845800 |
| 14 | R16MB136 | S.Vanitha | 9597791001 |
| 15 | R16MB142 | Vinayaka Ramachandra Naik | 7829836621 |
| 16 | R16MB143 | Vishakh. A | 7736375523 |
| 17 | R16MB153 | Subba Rami Reddy | 9611303579 |
| 18 | R16MB163 | Kemparaju G | 9632306541 |
| 19 | R16MB187 | Sreelakshmi.P | 8123212174 |
| 20 | R16MB188 | Sunilkumar | 9886573243 |
| 21 | R16MB194 | Aboo Mohammed Aseeb Hassan | 9048559030 |
| 22 | R16MB197 | Harshad B A | 8904444232 |
| 23 | R16MB198 | Harshitha.G | 8095068335 |
| 24 | R16MB201 | Rowdur Sagar Reddy | 9036166637 |
| 25 | 6NPCMD028 | Chidamber Kulkarni | 9611522400 |
| 26 | 6NPCMD122 | Shamanthamani | 9972897614 |
| 27 | 6NPCMD149 | Syed Mohamed Ghouse | 9591379986 |
| 28 | 6NPCMD150 | Talisha Hussain | 9945756840 |
| 29 | 6NPCMD151 | Thummalapenta Sumanth Kumar | 9949815830 |
| 30 | 6NPCMD152 | Toranala Vishnu Vardhan | 7676724891 |



09

RE: Only Group Healthcare Recruitment Drive 2017-18

Saritha K <sarithak@only-group.co>

Thu 16 11 2017 17:05

To: Naveen C <naveen.c@reva.edu.in>

Cc: Dr. N Ramesh <dir.planning@reva.edu.in>; raffaths@only-group.co <raffaths@only-group.co>; 'Sanjeev EK' <sanjeevek@only-group.co>

Hi Naveen,

Kindly find the list of final selected candidates and do let us know when are the students available to collect their offer letters.

| SL# | Names |
|-----|--------------------|
| 1 | Kriti Gupta |
| 2 | |
| 3 | Anurag Kumar Singh |
| 4 | Varshini P Gowda |

Thanks & Regards,

Saritha

Talent Acquisition Specialist

PH: 7022561888

From: Saritha K [mailto:sarithak@only-group.co]

Sent: 13 November 2017 17:48

To: 'Naveen C' <naveen.c@reva.edu.in>

Cc: 'Dr. N Ramesh' <dir.planning@reva.edu.in>; 'raffaths@only-group.co' <raffaths@only-group.co>; 'Sanjeev EK' <sanjeevek@only-group.co>

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Congratulations !!!! Kudos to Team placement and all selected students

Thanks & Regards

Dr. S. Y. Kulkarni

Vice Chancellor



Rukmini Knowledge Park | Kattigenahalli | Yelahanka,
Bangalore - 560064 | Ph : 080-66226622, | Fax : 080-28478539
Email : vc@reva.edu.in , kulkarni_sy@reva.edu.in
Website : www.reva.edu.in

From: REVA Placements

Sent: Wednesday, September 13, 2017 12:47:30 PM

To: All; all@revainstitution.org

Cc: Dr. P Shyamaraju; Dr. Kulkarni S Y; Registrar REVA University; Dr. N Ramesh; P S Venkataramu; Dr. Shubha A; Dr. Rajashekar C. Biradar; Dr. Ramalinga Reddy; Dr. Rajashekar Mandi; Dr. K S Narayanaswamy; Dr. S S Manvi; Dr. Beena G; Dr. Senthil

Subject: Kudos to BBA & B.Com Selects

Respected All,

Greetings of the day from **Placement team!!**

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MICROLAND : 07 Selects 2018 passing out batch

BBA - REVA University

1. Anjali C V
2. [REDACTED]
3. M Taanushree



- 4. Priyanka J
- 5. Sai Keerthi
- 6. Shefali

B.Com - REVA University

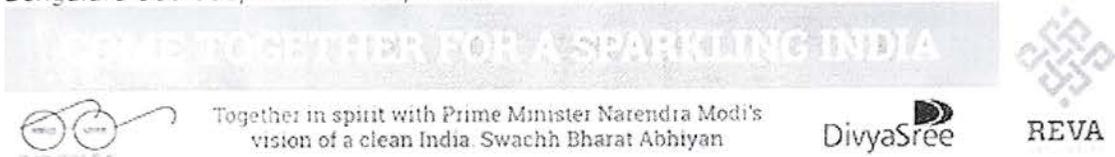
1. Jhanvi S

Thank you all for your continuous support.

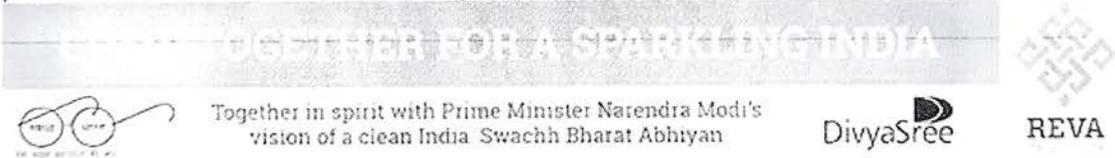
Thanks & Regards,

Dr. N Ramesh

Dean-Training & Placement, Planning
 REVA University
 Rukmini Knowledge Park, Kattigenahalli, Yelahanka,
 Bengaluru 560 064, KARNATAKA, INDIA



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RE: Selected Candidates list for Internship.

Pramod Mohanty <Pramod.Mohanty@idbifederal.com>

Thu 18-01-2018 17:10

To: Naveen C <naveen.c@reva.edu.in>

Cc: Dr. N Ramesh <dir.planning@reva.edu.in>; Vasanthapriyan Ravikumar <Vasanthapriyan.Ravikumar@idbifederal.com>

1 attachments (12 KB)

REVA Interested students list IDBI Federal LI Co Ltd - 5th Dec 2017.xlsx

Dear Mr. Naveen,

I am attaching the sheet of interested candidates who joined in our organization, please issue a NOC for all of them. Mentioning their time period of internship.

Regards,

Pramod

Cluster Manager- POS

M - 9342119343

1st floor, site no-4, shiva sadan, 9th main road, 5th block, jayanagar, Bangalore-560041

From: Naveen C [mailto:naveen.c@reva.edu.in]

Sent: Friday, January 05, 2018 9:37 AM

To: Pramod Mohanty

Cc: Dr. N Ramesh; Vasanthapriyan Ravikumar

Subject: Re: Selected Candidates list for Internship.

Dear Sir,

Good Morning,

Please find the attached copy of interested students list.
sorry for delayed.

Thanking you.

--

Warm regards

Naveen C

Sr. Manager - Training & Placement

REVA University

Rukmini Knowledge Park



RE: Selected Candidates list for Internship.

Pramod Mohanty <Pramod.Mohanty@idbifederal.com>

Thu 18-01-2018 17:10

To: Naveen C <naveen.c@reva.edu.in>

Cc: Dr. N Ramesh <dir.planning@reva.edu.in>; Vasanthapriyan Ravikumar <Vasanthapriyan.Ravikumar@idbifederal.com>

1 attachments (12 KB)

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Cluster Manager- POS

M - 9342119343

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To: Pramod Mohanty

Cc: Dr. N Ramesh; Vasanthapriyan Ravikumar

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sorry for delayed.

Thanking you.

--

Warm regards

Naveen C

Sr. Manager - Training & Placement

REVA University

Rukmini Knowledge Park



IDBI Federal LI Co Ltd

| Sl.no | SRN | Name | Mobile No |
|-------|-----------|-----------------------------|------------|
| 1 | R15BM031 | Anshu Karna | 9663805887 |
| 2 | | | 9663821620 |
| 3 | R16mb018 | Basavaraj | 8217479757 |
| 4 | R16MB024 | Chetan Kumar V | 8892041821 |
| 5 | R16mb026 | Chinnimayi Shivaprasad | 9845485384 |
| 6 | R16MB029 | Dharmesha G | 8197011201 |
| 7 | R16MB036 | Jayanth Kumar T S | 9591169916 |
| 8 | R16MB045 | Kcerthi Kumar K | 8867256740 |
| 9 | R16MB059 | Manjunath A Basetti | 7899032958 |
| 10 | R16MB062 | Moula Hussain K | 8095369953 |
| 11 | R16MB099 | Shabeer P | 9972532477 |
| 12 | R16MB108 | Mahesh Kumar H | 9591447298 |
| 13 | R16MB117 | Santhosh Babu B | 7892845800 |
| 14 | R16MB136 | S.Vanitha | 9597791001 |
| 15 | R16MB142 | Vinayaka Ramachandra Naik | 7829836621 |
| 16 | R16MB143 | Vishakh. A | 7736375523 |
| 17 | R16MB153 | Subba Rami Reddy | 9611303579 |
| 18 | R16MB163 | Kemparaju G | 9632306541 |
| 19 | R16MB187 | Sreelakshmi.P | 8123212174 |
| 20 | R16MB188 | Sunilkumar | 9886573243 |
| 21 | R16MB194 | Aboo Mohammed Aseeb Hassan | 9048559030 |
| 22 | R16MB197 | Harshad B A | 8904444232 |
| 23 | R16MB198 | Harshitha.G | 8095068335 |
| 24 | R16MB201 | Rowdur Sagar Reddy | 9036166637 |
| 25 | 6NPCMD028 | Chidamber Kulkarni | 9611522400 |
| 26 | 6NPCMD122 | Shamanthamani | 9972897614 |
| 27 | 6NPCMD149 | Syed Mohamed Ghouse | 9591379986 |
| 28 | 6NPCMD150 | Talisha Hussain | 9945756840 |
| 29 | 6NPCMD151 | Thummalapenta Sumanth Kumar | 9949815830 |
| 30 | 6NPCMD152 | Toranala Vishnu Vardhan | 7676724891 |



Dean

Training, Placement and Planning
REVA University
Bengaluru - 560 064.
+91 98805 14718

From: Chandni Parihar <chandni.parihar@pinclick.in>
Sent: Tuesday, May 29, 2018 12:34 PM
To: Dr. N Ramesh
Subject: Joining Date Confirmation

Dear Dr. Ramesh,

Greetings for the day!!!

Here I'm sending you selected student list who got placed with Pin Click, Please confirm me when they can join us?
Please find the below mentioned details,

| S.No. | Name | Contact No | Email Id | Qualification | Joining Date | Location | Salary | College Name | Result |
|-------|------------------------|-----------------------|--|---------------|--------------|-----------|------------|--------------|----------|
| 1 | Vidya S | 7899085296 | vidyasmile24@gmail.com | BE | | Bangalore | 2,40,000/- | Reva | Selected |
| 2 | Harika Yelleti | 9611108573 | harikayelleti123@gmail.com | BE | | Bangalore | 2,40,000/- | Reva | Selected |
| 3 | Kavyashree Y.N | 8553913319 | kavyashree041997@gmail.com | BE | | Bangalore | 2,40,000/- | Reva | Selected |
| 4 | Ramya. N | 8618907904 | ramyaraju.rr.8@gmail.com | BE | | Bangalore | 2,40,000/- | Reva | Selected |
| 5 | Shivani | 9108714200 | shivani17021997@gmail.com | BE | | Bangalore | 2,40,000/- | Reva | Selected |
| 6 | Syed Mohamed Ghouse | 9591379986 | smdghouse174@gmail.com | MBA | | Bangalore | 2,40,000/- | Reva | Selected |
| 7 | Rumana Sultana D | 8147898952 | druanasultana@gmail.com | BE | | Bangalore | 2,40,000/- | Reva | Selected |
| 8 | Nihal Kashyap | 9620660328 | nihalkashyap73@gmail.com | BE | | Bangalore | 2,40,000/- | Reva | Selected |
| 9 | Asif Abduljabbar Draxi | 8123888525 | asifdraxi@gmail.com | BE | | Bangalore | 2,40,000/- | Reva | Selected |
| 10 | Vishal | 8660425244 | vishaldahiya03@gmail.com | BE | | Bangalore | 2,40,000/- | Reva | Selected |
| 11 | Kiran Kumar Biradar | 9036164192 | kiranbiradar60@yahoo.com | BE | | Bangalore | 2,40,000/- | Reva | Selected |
| 12 | Hemanth. G | 9066651923 | hemanthkumarkohli48@gmail.com | BE | | Bangalore | 2,40,000/- | Reva | Selected |
| 13 | Mohsin | 8861563471 | reachmohsin96@gmail.com | BE | | Bangalore | 2,40,000/- | Reva | Selected |
| 14 | Rachana.R | 9886955957 | rachanarachu565@gmail.com | BE | | Bangalore | 2,40,000/- | Reva | Selected |
| 15 | Aparna G Shanbhogue | 9535772871 | aparnags@gmail.com | BE | | Bangalore | 2,40,000/- | Reva | Selected |
| 16 | Nandu M G | 8553272187 | nandumg567@gmail.com | BE | | Bangalore | 2,40,000/- | Reva | Selected |
| 17 | Mayur Sharma | 8095013354 | sharmamayur620@yahoo.com | BE | | Bangalore | 2,40,000/- | Reva | Selected |
| 18 | Sucharitha Reddy | 9900725763/7286037737 | sucharithareddy0123@gmail.com | BE | | Bangalore | 2,40,000/- | Reva | Selected |
| 19 | Sundus Hasan | 8951569469 | sundushasan123@gmail.com | BE | | Bangalore | 2,40,000/- | Reva | Selected |
| 20 | Monica Kishan P | 888422162 | monicapawar701@gmail.com | BBA | | Bangalore | 2,40,000/- | Reva | Selected |
| 21 | Madhulikha Gottipati | 9448049098/7892443129 | madhulikha96@gmail.com | BE | | Bangalore | 2,40,000/- | Reva | Selected |
| 22 | C N Shruthi | 9482302129 | cnsshruthi123@gmail.com | BE | | Bangalore | 2,40,000/- | Reva | Selected |
| 23 | Sowmya M S | 9740819719 | sowmyashetty222@gmail.com | BE | | Bangalore | 2,40,000/- | Reva | Selected |
| 24 | G [REDACTED] | 9 [REDACTED] | gandlurualmas@gmail.com | BBA | | Bangalore | 2,40,000/- | Reva | Selected |
| 25 | Ardhra A.L | 9742907522 | asokanardhra@gmail.com | BE | | Bangalore | 2,40,000/- | Reva | Selected |
| 26 | Lenin Ponnappa | 9448835530 | leninponnappa@gmail.com | BE | | Bangalore | 2,40,000/- | Reva | Selected |
| 27 | Rajorshi Roy | 8095758161 | raajorshi533@gmail.com | BE | | Bangalore | 2,40,000/- | Reva | Selected |

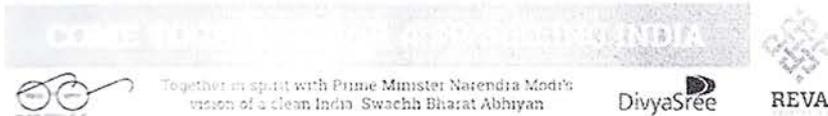


| | | | | | | |
|----|---------------------|--------------------------------------|----|-----------|----------------|----------|
| 28 | Anshuman Singh | 7829675029singhansh170@gmail.com | BE | Bangalore | 2,40,000/-Reva | Selected |
| 29 | Rishikesh Singh | 8105575028rishikeshsingh08@gmail.com | BE | Bangalore | 2,40,000/-Reva | Selected |
| 30 | Gautam Krishna | 9632261889qkrishna52@gmail.com | BE | Bangalore | 2,40,000/-Reva | Selected |
| 31 | Snikruth R Sharma | 7259871912snikruthisharma@gmail.com | BE | Bangalore | 2,40,000/-Reva | Selected |
| 32 | Ambuj Shekhar Singh | ambuj11421@gmail.com | BE | Bangalore | 2,40,000/-Reva | Selected |
| 33 | Chandan R.K | 8095995011mohanchandan96@gmail.com | BE | Bangalore | 2,40,000/-Reva | Selected |
| 34 | Sheikh Moin Ahmed | 7829581158moin81295@gmail.com | BE | Bangalore | 2,40,000/-Reva | Selected |
| 35 | Debabrat Mahalik | 8310768705kdevzmahalik@gmail.com | BE | Bangalore | 2,40,000/-Reva | Selected |
| 36 | Khaja Mohiddin S | 9740090038khaja125007@gmail.com | BE | Bangalore | 2,40,000/-Reva | Selected |
| 37 | Vivekanand. D | 9035999579vivekduggi@gmail.com | BE | Bangalore | 2,40,000/-Reva | Selected |
| 38 | Rahul Rao MJ | 9663028641rahulrj3@gmail.com | BE | Bangalore | 2,40,000/-Reva | Selected |

Thanks & Regards

Chandni Parihar
Sr HR Executive

m: 9071512857 w: www.pinctick.com
a: #42/1, 3rd floor, 9th Main, 4th cross,
Behind CMH Road Metro Station,
Indiranagar, Bangalore-38



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Re: Kudos to BBA & B.Com Selects

Dr. Kulkarni S Y <vc@reva.edu.in>

Wed 9/13/2017 12:49 PM

To: REVA Placements <placement@reva.edu.in>; All <all@reva.edu.in>; all@revainstitution.org <all@revainstitution.org>

Cc: Dr. P Shyamaraju <chancellor@reva.edu.in>; Registrar REVA University <registrar@reva.edu.in>; Dr. N Ramesh <dir.planning@reva.edu.in>; P S Venkataramu <director_iqac@reva.edu.in>; Dr. Shubha A <dir.comm@reva.edu.in>; Dr. Rajashekar C. Biradar <dir.ece@reva.edu.in>; Dr. Ramalinga Reddy <dir.ce@reva.edu.in>; Dr. Rajashekar Mandi <dir.eee@reva.edu.in>; Dr. K S Narayanaswamy <dir.me@reva.edu.in>; Dr. Mallikarjun Kodabagi <dir.cit@reva.edu.in>; Dr. Beena G <beena@reva.edu.in>; Dr. Senthil <dir.csa@reva.edu.in>

Congratulations !!!! Kudos to Team placement and all selected students

Thanks & Regards

Dr. S. Y. Kulkarni

Vice Chancellor



Rukmini Knowledge Park | Kattigenahalli | Yelahanka,
Bangalore - 560064 | Ph : 080-66226622, | Fax : 080-28478539
Email : vc@reva.edu.in , kulkarni_sy@reva.edu.in
Website : www.reva.edu.in

From: REVA Placements

Sent: Wednesday, September 13, 2017 12:47:30 PM

To: All; all@revainstitution.org

Cc: Dr. P Shyamaraju; Dr. Kulkarni S Y; Registrar REVA University; Dr. N Ramesh; P S Venkataramu; Dr. Shubha A; Dr. Rajashekar C. Biradar; Dr. Ramalinga Reddy; Dr. Rajashekar Mandi; Dr. K S Narayanaswamy; Dr. S S Manvi; Dr. Beena G; Dr. Senthil

Subject: Kudos to BBA & B.Com Selects

Respected All,

Greetings of the day from **Placement team!!**

We are happy to share the list of selected students of REVA University for "**MICROLAND**" Campus Drive which we had on **07th September 2017**.

MICROLAND : 07 Selects 2018 passing out batch

BBA - REVA University

1. Anjali C V
2. Challenge Krishna A S
3. [REDACTED]



- 4. Priyanka J
- 5. Sai Keerthi
- 6. Shefali

B.Com - REVA University

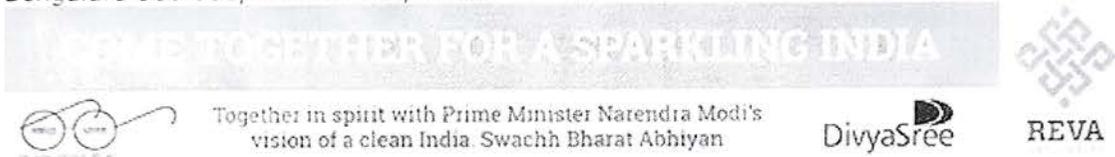
1. Jhanvi S

Thank you all for your continuous support.

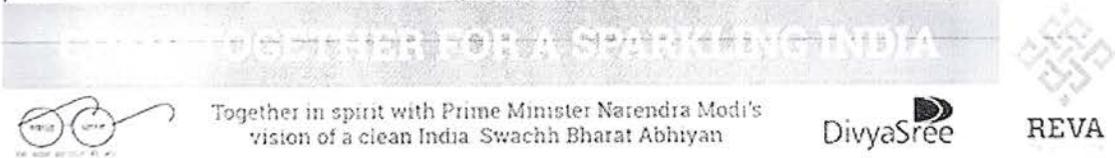
Thanks & Regards,

Dr. N Ramesh

Dean-Training & Placement, Planning
 REVA University
 Rukmini Knowledge Park, Kattigenahalli, Yelahanka,
 Bengaluru 560 064, KARNATAKA, INDIA



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OFFER LETTER

PRIVATE AND CONFIDENTIAL

Date: 22-11-2018

Dear V VIJAY VINAYAKA,

We have the pleasure to offer you the position of **Sport Leader** on Temporary Basis, at Decathlon Sports India Pvt. Ltd.

1. Terms & Conditions

1. You will report to **Anirudh Sridhar** or any officer appointed by him/her on 14-01-2019
2. Your gross salary will not exceed **90.0**(INR. Ninety) per Hourly
3. Changes in your compensation are subject to the discretion of the Company and will be subject to and be on the basis of your effective performance and results during your employment and other relevant criteria

Also, please sign the duplicate of this offer as your acceptance and forward the same to us.

For Decathlon Sports India Pvt Ltd

Thanking you
Anirudh Sridhar

Dean

Training, Placement and Planning
REVA University
Bengaluru - 560 064.
+91 98805 14718

From: Chandni Parihar <chandni.parihar@pinclick.in>
Sent: Tuesday, May 29, 2018 12:34 PM
To: Dr. N Ramesh
Subject: Joining Date Confirmation

Dear Dr. Ramesh,

Greetings for the day!!!

Here I'm sending you selected student list who got placed with Pin Click, Please confirm me when they can join us?
Please find the below mentioned details,

| S.No. | Name | Contact No | Email Id | Qualification | Joining Date | Location | Salary | College Name | Result |
|-------|------------------------|-----------------------|--|---------------|--------------|-----------|------------|--------------|----------|
| 1 | Vidya S | 7899085296 | vidyasmile24@gmail.com | BE | | Bangalore | 2,40,000/- | Reva | Selected |
| 2 | Harika Yelleti | 9611108573 | harikayelleti123@gmail.com | BE | | Bangalore | 2,40,000/- | Reva | Selected |
| 3 | Kavyashree Y.N | 8553913319 | kavyashree041997@gmail.com | BE | | Bangalore | 2,40,000/- | Reva | Selected |
| 4 | Ramya. N | 8618907904 | ramyaraju.rr.8@gmail.com | BE | | Bangalore | 2,40,000/- | Reva | Selected |
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| 8 | Nihal Kashyap | 9620660328 | nihalkashyap73@gmail.com | BE | | Bangalore | 2,40,000/- | Reva | Selected |
| 9 | Asif Abduljabbar Draxi | 8123888525 | asifdraxi@gmail.com | BE | | Bangalore | 2,40,000/- | Reva | Selected |
| 10 | Vishal | 8660425244 | vishaldahiya03@gmail.com | BE | | Bangalore | 2,40,000/- | Reva | Selected |
| 11 | Kiran Kumar Biradar | 9036164192 | kiranbiradar60@yahoo.com | BE | | Bangalore | 2,40,000/- | Reva | Selected |
| 12 | Hemanth. G | 9066651923 | hemanthkumarkohli48@gmail.com | BE | | Bangalore | 2,40,000/- | Reva | Selected |
| 13 | Mohsin | 8861563471 | reachmohsin96@gmail.com | BE | | Bangalore | 2,40,000/- | Reva | Selected |
| 14 | Rachana.R | 9886955957 | rachanarachu565@gmail.com | BE | | Bangalore | 2,40,000/- | Reva | Selected |
| 15 | Aparna G Shanbhogue | 9535772871 | aparnags@gmail.com | BE | | Bangalore | 2,40,000/- | Reva | Selected |
| 16 | Nandu M G | 8553272187 | nandumg567@gmail.com | BE | | Bangalore | 2,40,000/- | Reva | Selected |
| 17 | Mayur Sharma | 8095013354 | sharmamayur620@yahoo.com | BE | | Bangalore | 2,40,000/- | Reva | Selected |
| 18 | Sucharitha Reddy | 9900725763/7286037737 | sucharithareddy0123@gmail.com | BE | | Bangalore | 2,40,000/- | Reva | Selected |
| 19 | Sundus Hasan | 8951569469 | sundushasan123@gmail.com | BE | | Bangalore | 2,40,000/- | Reva | Selected |
| 20 | [REDACTED] | 888422162 | monicapawar701@gmail.com | BBA | | Bangalore | 2,40,000/- | Reva | Selected |
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| 22 | C N Shruthi | 9482302129 | cnsshruthi123@gmail.com | BE | | Bangalore | 2,40,000/- | Reva | Selected |
| 23 | Sowmya M S | 9740819719 | sowmyashetty222@gmail.com | BE | | Bangalore | 2,40,000/- | Reva | Selected |
| 24 | Gandluru Almas | 9071300639 | gandlurualmas@gmail.com | BBA | | Bangalore | 2,40,000/- | Reva | Selected |
| 25 | Ardhra A.L | 9742907522 | asokanardhra@gmail.com | BE | | Bangalore | 2,40,000/- | Reva | Selected |
| 26 | Lenin Ponnappa | 9448835530 | leninponnappa@gmail.com | BE | | Bangalore | 2,40,000/- | Reva | Selected |
| 27 | Rajorshi Roy | 8095758161 | rajorshi533@gmail.com | BE | | Bangalore | 2,40,000/- | Reva | Selected |

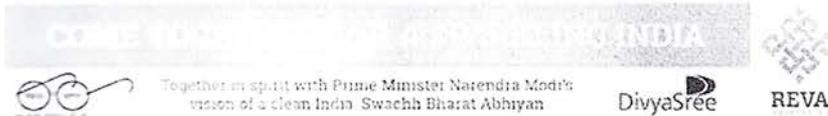


| | | | | | | |
|----|---------------------|--------------------------------------|----|-----------|----------------|----------|
| 28 | Anshuman Singh | 7829675029singhansh170@gmail.com | BE | Bangalore | 2,40,000/-Reva | Selected |
| 29 | Rishikesh Singh | 8105575028rishikeshsingh08@gmail.com | BE | Bangalore | 2,40,000/-Reva | Selected |
| 30 | Gautam Krishna | 9632261889qkrishna52@gmail.com | BE | Bangalore | 2,40,000/-Reva | Selected |
| 31 | Snkruth R Sharma | 7259871912snkruthrsharma@gmail.com | BE | Bangalore | 2,40,000/-Reva | Selected |
| 32 | Ambuj Shekhar Singh | ambuj11421@gmail.com | BE | Bangalore | 2,40,000/-Reva | Selected |
| 33 | Chandan R.K | 8095995011mohanchandan96@gmail.com | BE | Bangalore | 2,40,000/-Reva | Selected |
| 34 | Sheikh Moin Ahmed | 7829581158moin81295@gmail.com | BE | Bangalore | 2,40,000/-Reva | Selected |
| 35 | Debabrat Mahalik | 8310768705kdevzmahalik@gmail.com | BE | Bangalore | 2,40,000/-Reva | Selected |
| 36 | Khaja Mohiddin S | 9740090038khaja125007@gmail.com | BE | Bangalore | 2,40,000/-Reva | Selected |
| 37 | Vivekanand. D | 9035999579vivekduggi@gmail.com | BE | Bangalore | 2,40,000/-Reva | Selected |
| 38 | Rahul Rao MJ | 9663028641rahulrj3@gmail.com | BE | Bangalore | 2,40,000/-Reva | Selected |

Thanks & Regards

Chandni Parihar
Sr HR Executive

m: 9071512857 w: www.pinctick.com
a: #42/1, 3rd floor, 9th Main, 4th cross,
Behind CMH Road Metro Station,
Indiranagar, Bangalore-38



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2018

Kudos to CERNER Selects!!

REVA Placements <placement@reva.edu.in>

Thu 17-05-2018 15:27

To: All <all@reva.edu.in>;all@revainstitution.org <all@revainstitution.org>

Cc: Dr. P Shyamaraju <chancellor@reva.edu.in>;Dr. Kulkarni S Y <vc@reva.edu.in>;Registrar REVA University <registrar@reva.edu.in>;Dr. N Ramesh <dir.planning@reva.edu.in>;Dr. Shubha A <dir.comm@reva.edu.in>;Dr.Senthil <dir.csa@reva.edu.in>;Dr. Beena G <beena@reva.edu.in>;Dr.K S Narayanaswamy <dir.me@reva.edu.in>;Dr.Rajashekar Mandi <dir.eee@reva.edu.in>;P S Venkataramu <director_iqac@reva.edu.in>;Dr. Mallikarjun Kodabagi <dir.cit@reva.edu.in>;Dr K M Sudharshan <dir.ece@reva.edu.in>;Dr. Ramalinga Reddy <dir.ce@reva.edu.in>

1 attachments (2 MB)

Cerner Selects.jpeg

Respected All,

Greetings of the day from **Placement Team!!**

We are happy to announce the list of selected students for "**Cerner**" Campus drive, which we had today **17th May 2018**.

Cerner : 17 Selects

1. A Bala Murali (M.Sc BT)
2. Sowjanya (M.Sc BT)
3. Roja Philip (M.Sc BT)
4. Jyothi Rani (M.Sc BT)
5. Sushma M Shetty (M.Sc BC)
6. N Bhavani (MCA)
7. Pooja Devang SD (MCA)
8. Priya H (BCA)
9. Pavithra CB (BCA)
10. Geetha N (BCA)
11. Sudarshan V (BCA)
12. Amit Das (BBA)
13. Sujith S (BBA)
14. Shefali S (BBA)
15. [REDACTED]
16. Priya (B.Com)
17. Lakshmi Singh (B.Com)

Thank you all for your continuous support.

Thanks & Regards,

Dr. N Ramesh

Dean-Training & Placement, Planning

REVA University

Rukmini Knowledge Park, Kattigenahalli, Yelahanka,

Bengaluru 560 064, KARNATAKA, INDIA





Kudos to Concentrix Selects!!

REVA Placements <placement@reva.edu.in>

Fri 12 01 2018 10:20

To: All <all@reva.edu.in>;all@revainstitution.org <all@revainstitution.org>

Cc: Dr. P Shyamaraju <chancellor@reva.edu.in>;Dr. Kulkarni S Y <vc@reva.edu.in>;Registrar REVA University <registrar@reva.edu.in>;Dr. N Ramesh <dir.planning@reva.edu.in>;Dr. Beena G <beena@reva.edu.in>;Dr. Shubha A <dir.comm@reva.edu.in>;P S Venkataramu <director_iqac@reva.edu.in>;Dr.K S Narayanaswamy <dir.me@reva.edu.in>;Dr.Rajashekar Mandi <dir.eee@reva.edu.in>;Dr.Rajashekar C.Biradar <dir.ece@reva.edu.in>;Dr.Ramalinga Reddy <dir.ce@reva.edu.in>;Dr.S S Manvi <dir.cit@reva.edu.in>;Dr.Senthil <dir.csa@reva.edu.in>;Dr. Vishwanath J <principalrims@revainstitution.org>

Respected All,

Greetings of the day from **Placement Team!!**

We are happy to announce the list of selected students for the "**Concentrix**" Campus drive, which we had on **11th January 2018**.

Concentrix : 53 Selects

| Sl No | Names | Branch | University | Sl No | Names | Branch | University |
|-------|----------------------|--------|------------|-------|------------------|-----------|------------|
| 1 | Nivedhitha Shaji | B.Com | RU | 28 | Manoj S | BBA | RU |
| 2 | Shalu Katoch | B.Com | RU | 29 | Shalini J | BBA | RU |
| 3 | Lakshmi Sing | B.Com | RU | 30 | | | RU |
| 4 | A Varun | B.Com | RU | 31 | Priyanka S | BBA | RU |
| 5 | Krishna Kanth Sarode | B.Com | RU | 32 | Gandluru Almas | BBA | RU |
| 6 | Prince Godson | B.Com | RU | 33 | Sudhindra Mudhol | BBA | RU |
| 7 | Gaganashree R | B.Com | RU | 34 | Nikita Yadav | BCA | RU |
| 8 | Pooja B | B.Com | RU | 35 | Pooja TA | BCA | RU |
| 9 | Shobha YN | B.Com | RU | 36 | Bhavana B | BCA | RU |
| 10 | Swathi G | B.Com | RU | 37 | N Usha | BCA | RU |
| 11 | Ahamed Rajza | B.Com | RU | 38 | Varshitha K | BCA | RU |
| 12 | A Pawan | B.Com | RU | 39 | Ashutosh Singh | BCA | RU |
| 13 | Bhanu Priya M | B.Com | RU | 40 | Seema Taj | BCA | BU |
| 14 | Swetha | B.Com | RU | 41 | Ruksar Jaha | BCA | BU |
| 15 | Paromita Das | B.Com | RU | 42 | Sudarshan Y | BCA | RU |
| 16 | Robin Chaudhary | B.Com | RU | 43 | Priya H | BCA | RU |
| 17 | Tahir Hussain Laskar | B.Com | RU | 44 | Mariam Fathima | B.Sc (BT) | BU |



| | | | | | | | |
|----|------------------------|-------|----|----|-------------------|-------|----|
| 18 | Srishti Sharma | B.Com | RU | 45 | Bhavana Tiwari | M.Com | RU |
| 19 | Janhavi S | B.Com | RU | 46 | Kusha N | M.Com | RU |
| 20 | Lakshmisha CR | B.Com | RU | 47 | Sowmya | M.Com | RU |
| 21 | B Kushagra Nandha | B.Com | RU | 48 | Patil Pawan | MBA | RU |
| 22 | Vijay Sharma | B.Com | RU | 49 | Deeksha | MBA | RU |
| 23 | Srijana Priya Yadav | B.Com | RU | 50 | Sanjeev | MBA | RU |
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| 25 | S Akash | BBA | RU | 52 | Roja Philip | M.Sc | RU |
| 26 | R Naveen Reddy | BBA | RU | 53 | Joshitha R | MCA | RU |
| 27 | B Girsh | BBA | RU | | | | |

Thank you all for your continuous support.

Thanks & Regards,

Dr. N Ramesh

Dean-Training & Placement, Planning

REVA University

Rukmini Knowledge Park, Kattigenahalli, Yelahanka,
Bengaluru 560 064, KARNATAKA, INDIA

Tel : 91 080 66226622

Mob: 91 9880514718 / **9900272598 (Naveen C)**

Email: placement@reva.edu.in

placement@revainstitution.org

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Kudos to Concentrix Selects!!

REVA Placements <placement@reva.edu.in>

Fri 12 01 2018 10:20

To: All <all@reva.edu.in>;all@revainstitution.org <all@revainstitution.org>

Cc: Dr. P Shyamaraju <chancellor@reva.edu.in>;Dr. Kulkarni S Y <vc@reva.edu.in>;Registrar REVA University <registrar@reva.edu.in>;Dr. N Ramesh <dir.planning@reva.edu.in>;Dr. Beena G <beena@reva.edu.in>;Dr. Shubha A <dir.comm@reva.edu.in>;P S Venkataramu <director_iqac@reva.edu.in>;Dr.K S Narayanaswamy <dir.me@reva.edu.in>;Dr.Rajashekar Mandi <dir.eee@reva.edu.in>;Dr.Rajashekar C.Biradar <dir.ece@reva.edu.in>;Dr.Ramalinga Reddy <dir.ce@reva.edu.in>;Dr.S S Manvi <dir.cit@reva.edu.in>;Dr.Senthil <dir.csa@reva.edu.in>;Dr. Vishwanath J <principalrims@revainstitution.org>

Respected All,

Greetings of the day from **Placement Team!!**

We are happy to announce the list of selected students for the "**Concentrix**" Campus drive, which we had on **11th January 2018**.

Concentrix : 53 Selects

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| | | | | | | | |
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| 25 | S Akash | BBA | RU | 52 | Roja Philip | M.Sc | RU |
| 26 | [REDACTED] | [REDACTED] | RU | 53 | Joshitha R | MCA | RU |
| 27 | B Girsh | BBA | RU | | | | |

Thank you all for your continuous support.

Thanks & Regards,

Dr. N Ramesh

Dean-Training & Placement, Planning

REVA University

Rukmini Knowledge Park, Kattigenahalli, Yelahanka,

Bengaluru 560 064, KARNATAKA, INDIA

Tel : 91 080 66226622

Mob: 91 9880514718 / **9900272598 (Naveen C)**

Email: placement@reva.edu.in

placement@revainstitution.org

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To: All <all@reva.edu.in>;all@revainstitution.org <all@revainstitution.org>

Cc: Dr. P Shyamaraju <chancellor@reva.edu.in>;Dr. Kulkarni S Y <vc@reva.edu.in>;Registrar REVA University <registrar@reva.edu.in>;Dr. N Ramesh <dir.planning@reva.edu.in>;Dr. Beena G <beena@reva.edu.in>;Dr. Shubha A <dir.comm@reva.edu.in>;P S Venkataramu <director_iqac@reva.edu.in>;Dr.K S Narayanaswamy <dir.me@reva.edu.in>;Dr.Rajashekar Mandi <dir.eee@reva.edu.in>;Dr.Rajashekar C.Biradar <dir.ece@reva.edu.in>;Dr.Ramalinga Reddy <dir.ce@reva.edu.in>;Dr.S S Manvi <dir.cit@reva.edu.in>;Dr.Senthil <dir.csa@reva.edu.in>;Dr. Vishwanath J <principalrims@revainstitution.org>

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Greetings of the day from **Placement Team!!**

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Concentrix : 53 Selects

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| 26 | R Naveen Reddy | BBA | RU | 53 | Joshitha R | MCA | RU |
| 27 | B Girsh | BBA | RU | | | | |

Thank you all for your continuous support.

Thanks & Regards,

Dr. N Ramesh

Dean-Training & Placement, Planning

REVA University

Rukmini Knowledge Park, Kattigenahalli, Yelahanka,

Bengaluru 560 064, KARNATAKA, INDIA

Tel : 91 080 66226622

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Re: Kudos to BBA & B.Com Selects

Dr. Kulkarni S Y <vc@reva.edu.in>

Wed 9/13/2017 12:49 PM

To: REVA Placements <placement@reva.edu.in>; All <all@reva.edu.in>; all@revainstitution.org <all@revainstitution.org>

Cc: Dr. P Shyamaraju <chancellor@reva.edu.in>; Registrar REVA University <registrar@reva.edu.in>; Dr. N Ramesh <dir.planning@reva.edu.in>; P S Venkataramu <director_iqac@reva.edu.in>; Dr. Shubha A <dir.comm@reva.edu.in>; Dr. Rajashekar C. Biradar <dir.ece@reva.edu.in>; Dr. Ramalinga Reddy <dir.ce@reva.edu.in>; Dr. Rajashekar Mandi <dir.eee@reva.edu.in>; Dr. K S Narayanaswamy <dir.me@reva.edu.in>; Dr. Mallikarjun Kodabagi <dir.cit@reva.edu.in>; Dr. Beena G <beena@reva.edu.in>; Dr. Senthil <dir.csa@reva.edu.in>

Congratulations !!!! Kudos to Team placement and all selected students

Thanks & Regards

Dr. S. Y. Kulkarni

Vice Chancellor



Rukmini Knowledge Park | Kattigenahalli | Yelahanka,
Bangalore - 560064 | Ph : 080-66226622, | Fax : 080-28478539
Email : vc@reva.edu.in , kulkarni_sy@reva.edu.in
Website : www.reva.edu.in

From: REVA Placements

Sent: Wednesday, September 13, 2017 12:47:30 PM

To: All; all@revainstitution.org

Cc: Dr. P Shyamaraju; Dr. Kulkarni S Y; Registrar REVA University; Dr. N Ramesh; P S Venkataramu; Dr. Shubha A; Dr. Rajashekar C. Biradar; Dr. Ramalinga Reddy; Dr. Rajashekar Mandi; Dr. K S Narayanaswamy; Dr. S S Manvi; Dr. Beena G; Dr. Senthil

Subject: Kudos to BBA & B.Com Selects

Respected All,

Greetings of the day from **Placement team!!**

We are happy to share the list of selected students of REVA University for "**MICROLAND**" Campus Drive which we had on **07th September 2017**.

MICROLAND : 07 Selects 2018 passing out batch

BBA - REVA University

1. Anjali C V
2. Challenge Krishna A S
3. M Taanushree



- 4. Divyanka J
- 5. Sarveerini
- 6. Shefali

B.Com - REVA University

1. Jhanvi S

Thank you all for your continuous support.

Thanks & Regards,

Dr. N Ramesh

Dean-Training & Placement, Planning
 REVA University
 Rukmini Knowledge Park, Kattigenahalli, Yelahanka,
 Bengaluru 560 064, KARNATAKA, INDIA

COMES TOGETHER FOR A SPARKLING INDIA



Together in spirit with Prime Minister Narendra Modi's vision of a clean India. Swachh Bharat Abhiyan




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COMES TOGETHER FOR A SPARKLING INDIA



Together in spirit with Prime Minister Narendra Modi's vision of a clean India. Swachh Bharat Abhiyan




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Fw: Campus shortlisting/Selection - TCI express

Samuel A <samuel@reva.edu.in>

Mon 19-03-2018 09:01

To: Naveen C <naveen.c@reva.edu.in>; REVA Placements <placement@reva.edu.in>

From: anand Jha <anand.jha@tciexpress.in>

Sent: Saturday, March 17, 2018 11:49 AM

To: Samuel A

Cc: TCI XPS; Dr. N Ramesh; Dr. N Ramesh

Subject: Campus shortlisting/Selection

Dear Samuel,

Please find below the names of candidates who have been shortlisted /selected in the Campus Drive held on 7th March,2018 at your institution.

Their names are as under

| NAME | STATUS |
|-----------------|-------------|
| R. Naveen Reddy | Shortlisted |
| Lokesh Kumar. K | Shortlisted |
| [REDACTED] | [REDACTED] |
| Neelavathi A.G. | Shortlisted |

Kindly block them from sitting in other Campus drive and let us know their earliest Joining date,so that we can start their Joining process.

Looking forward to hear from you soon.

Thanks & Regards
Anand

--

Name : Anand Komar Jha
Designation : Manager-HR
Mobile : 9891942932
Email : anand.jha@tciexpress.in
Toll Free : 1800 2000 977
Website : www.tciexpress.in

TCIEXPRESS - Leading Courier and Logistics Companies, Air ...



Kudos to Concentrix Selects!!

REVA Placements <placement@reva.edu.in>

Thu 12 01 2018 10:20

To: All <all@reva.edu.in>;all@revainstitution.org <all@revainstitution.org>

Cc: Dr. P Shyamaraju <chancellor@reva.edu.in>;Dr. Kulkarni S Y <vc@reva.edu.in>;Registrar REVA University <registrar@reva.edu.in>;Dr. N Ramesh <dir.planning@reva.edu.in>;Dr. Beena G <beena@reva.edu.in>;Dr. Shubha A <dir.comm@reva.edu.in>;P S Venkataramu <director_iqac@reva.edu.in>;Dr.K S Narayanaswamy <dir.me@reva.edu.in>;Dr.Rajashekar Mandi <dir.eee@reva.edu.in>;Dr.Rajashekar C.Biradar <dir.ece@reva.edu.in>;Dr.Ramalinga Reddy <dir.ce@reva.edu.in>;Dr.S S Manvi <dir.cit@reva.edu.in>;Dr.Senthil <dir.csa@reva.edu.in>;Dr. Vishwanath J <principalrims@revainstitution.org>

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Greetings of the day from **Placement Team!!**

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Concentrix : 53 Selects

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Thanks & Regards,

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2018

Kudos to CERNER Selects!!

REVA Placements <placement@reva.edu.in>

Thu 17-05-2018 15:27

To: All <all@reva.edu.in>;all@revainstitution.org <all@revainstitution.org>

Cc: Dr. P Shyamaraju <chancellor@reva.edu.in>;Dr. Kulkarni S Y <vc@reva.edu.in>;Registrar REVA University <registrar@reva.edu.in>;Dr. N Ramesh <dir.planning@reva.edu.in>;Dr. Shubha A <dir.comm@reva.edu.in>;Dr.Senthil <dir.csa@reva.edu.in>;Dr. Beena G <beena@reva.edu.in>;Dr.K S Narayanaswamy <dir.me@reva.edu.in>;Dr.Rajashekar Mandi <dir.eee@reva.edu.in>;P S Venkataramu <director_iqac@reva.edu.in>;Dr. Mallikarjun Kodabagi <dir.cit@reva.edu.in>;Dr K M Sudharshan <dir.ece@reva.edu.in>;Dr. Ramalinga Reddy <dir.ce@reva.edu.in>

1 attachments (2 MB)

Cerner Selects.jpeg

Respected All,

Greetings of the day from **Placement Team!!**

We are happy to announce the list of selected students for "**Cerner**" Campus drive, which we had today **17th May 2018**.

Cerner : 17 Selects

1. A Bala Murali (M.Sc BT)
2. Sowjanya (M.Sc BT)
3. Roja Philip (M.Sc BT)
4. Jyothi Rani (M.Sc BT)
5. Sushma M Shetty (M.Sc BC)
6. N Bhavani (MCA)
7. Pooja Devang SD (MCA)
8. Priya H (BCA)
9. Pavithra CB (BCA)
10. Geetha N (BCA)
11. Sudarshan V (BCA)
12. Amit Das (BBA)
13. Sujith S (BBA)
14. S [REDACTED]
15. Priyanka S (BBA)
16. Priya (B.Com)
17. Lakshmi Singh (B.Com)

Thank you all for your continuous support.

Thanks & Regards,

Dr. N Ramesh

Dean-Training & Placement, Planning

REVA University

Rukmini Knowledge Park, Kattigenahalli, Yelahanka,

Bengaluru 560 064, KARNATAKA, INDIA





Kudos to Concentrix Selects!!

REVA Placements <placement@reva.edu.in>

Thu 12 01 2018 10:20

To: All <all@reva.edu.in>;all@revainstitution.org <all@revainstitution.org>

Cc: Dr. P Shyamaraju <chancellor@reva.edu.in>;Dr. Kulkarni S Y <vc@reva.edu.in>;Registrar REVA University <registrar@reva.edu.in>;Dr. N Ramesh <dir.planning@reva.edu.in>;Dr. Beena G <beena@reva.edu.in>;Dr. Shubha A <dir.comm@reva.edu.in>;P S Venkataramu <director_iqac@reva.edu.in>;Dr.K S Narayanaswamy <dir.me@reva.edu.in>;Dr.Rajashekar Mandi <dir.eee@reva.edu.in>;Dr.Rajashekar C.Biradar <dir.ece@reva.edu.in>;Dr.Ramalinga Reddy <dir.ce@reva.edu.in>;Dr.S S Manvi <dir.cit@reva.edu.in>;Dr.Senthil <dir.csa@reva.edu.in>;Dr. Vishwanath J <principalrims@revainstitution.org>

Respected All,

Greetings of the day from **Placement Team!!**

We are happy to announce the list of selected students for the "**Concentrix**" Campus drive, which we had on **11th January 2018**.

Concentrix : 53 Selects

| SI No | Names | Branch | University | SI No | Names | Branch | University |
|-------|----------------------|--------|------------|-------|----------------|------------|------------|
| 1 | Nivedhitha Shaji | B.Com | RU | 28 | Manoj S | BBA | RU |
| 2 | Shalu Katoch | B.Com | RU | 29 | Shalini J | BBA | RU |
| 3 | Lakshmi Sing | B.Com | RU | 30 | Rachel Grace M | BBA | RU |
| 4 | A Varun | B.Com | RU | 31 | Priyanka S | BBA | RU |
| 5 | Krishna Kanth Sarode | B.Com | RU | 32 | Gandluru Almas | BBA | RU |
| 6 | Prince Godson | B.Com | RU | 33 | [REDACTED] | [REDACTED] | RU |
| 7 | Gaganashree R | B.Com | RU | 34 | Nikita Yadav | BCA | RU |
| 8 | Pooja B | B.Com | RU | 35 | Pooja TA | BCA | RU |
| 9 | Shobha YN | B.Com | RU | 36 | Bhavana B | BCA | RU |
| 10 | Swathi G | B.Com | RU | 37 | N Usha | BCA | RU |
| 11 | Ahamed Rajza | B.Com | RU | 38 | Varshitha K | BCA | RU |
| 12 | A Pawan | B.Com | RU | 39 | Ashutosh Singh | BCA | RU |
| 13 | Bhanu Priya M | B.Com | RU | 40 | Seema Taj | BCA | BU |
| 14 | Swetha | B.Com | RU | 41 | Ruksar Jaha | BCA | BU |
| 15 | Paromita Das | B.Com | RU | 42 | Sudarshan Y | BCA | RU |
| 16 | Robin Chaudhary | B.Com | RU | 43 | Priya H | BCA | RU |
| 17 | Tahir Hussain Laskar | B.Com | RU | 44 | Mariam Fathima | B.Sc (BT) | BU |



| | | | | | | | |
|----|------------------------|-------|----|----|-------------------|-------|----|
| 18 | Srishti Sharma | B.Com | RU | 45 | Bhavana Tiwari | M.Com | RU |
| 19 | Janhavi S | B.Com | RU | 46 | Kusha N | M.Com | RU |
| 20 | Lakshmisha CR | B.Com | RU | 47 | Sowmya | M.Com | RU |
| 21 | B Kushagra Nandha | B.Com | RU | 48 | Patil Pawan | MBA | RU |
| 22 | Vijay Sharma | B.Com | RU | 49 | Deeksha | MBA | RU |
| 23 | Srijana Priya Yadav | B.Com | RU | 50 | Sanjeev | MBA | RU |
| 24 | Bhanu Priya | B.Com | RU | 51 | Jyothi | M.Sc | RU |
| 25 | S Akash | BBA | RU | 52 | Roja Philip | M.Sc | RU |
| 26 | R Naveen Reddy | BBA | RU | 53 | Joshitha R | MCA | RU |
| 27 | B Girsh | BBA | RU | | | | |

Thank you all for your continuous support.

Thanks & Regards,

Dr. N Ramesh

Dean-Training & Placement, Planning

REVA University

Rukmini Knowledge Park, Kattigenahalli, Yelahanka,
Bengaluru 560 064, KARNATAKA, INDIA

Tel : 91 080 66226622

Mob: 91 9880514718 / **9900272598 (Naveen C)**

Email: placement@reva.edu.in

placement@revainstitution.org

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Kudos to Concentrix Selects!!

REVA Placements <placement@reva.edu.in>

Fri 12 01 2018 10:20

To: All <all@reva.edu.in>;all@revainstitution.org <all@revainstitution.org>

Cc: Dr. P Shyamaraju <chancellor@reva.edu.in>;Dr. Kulkarni S Y <vc@reva.edu.in>;Registrar REVA University <registrar@reva.edu.in>;Dr. N Ramesh <dir.planning@reva.edu.in>;Dr. Beena G <beena@reva.edu.in>;Dr. Shubha A <dir.comm@reva.edu.in>;P S Venkataramu <director_iqac@reva.edu.in>;Dr.K S Narayanaswamy <dir.me@reva.edu.in>;Dr.Rajashekar Mandi <dir.eee@reva.edu.in>;Dr.Rajashekar C.Biradar <dir.ece@reva.edu.in>;Dr.Ramalinga Reddy <dir.ce@reva.edu.in>;Dr.S S Manvi <dir.cit@reva.edu.in>;Dr.Senthil <dir.csa@reva.edu.in>;Dr. Vishwanath J <principalrims@revainstitution.org>

Respected All,

Greetings of the day from **Placement Team!!**

We are happy to announce the list of selected students for the "**Concentrix**" Campus drive, which we had on **11th January 2018**.

Concentrix : 53 Selects

| SI No | Names | Branch | University | SI No | Names | Branch | University |
|-------|----------------------|--------|------------|-------|------------------|-----------|------------|
| 1 | Nivedhitha Shaji | B.Com | RU | 28 | Manoj S | BBA | RU |
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| 8 | Pooja B | B.Com | RU | 35 | Pooja TA | BCA | RU |
| 9 | Shobha YN | B.Com | RU | 36 | Bhavana B | BCA | RU |
| 10 | Swathi G | B.Com | RU | 37 | N Usha | BCA | RU |
| 11 | Ahamed Rajza | B.Com | RU | 38 | Varshitha K | BCA | RU |
| 12 | A Pawan | B.Com | RU | 39 | Ashutosh Singh | BCA | RU |
| 13 | Bhanu Priya M | B.Com | RU | 40 | Seema Taj | BCA | BU |
| 14 | Swetha | B.Com | RU | 41 | Ruksar Jaha | BCA | BU |
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| 17 | Tahir Hussain Laskar | B.Com | RU | 44 | Mariam Fathima | B.Sc (BT) | BU |



| | | | | | | | |
|----|------------------------|-------|----|----|-------------------|-------|----|
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| 21 | B Kushagra Nandha | B.Com | RU | 48 | Patil Pawan | MBA | RU |
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| 25 | S Akash | BBA | RU | 52 | Roja Philip | M.Sc | RU |
| 26 | R Naveen Reddy | BBA | RU | 53 | Joshitha R | MCA | RU |
| 27 | | | RU | | | | |

Thank you all for your continuous support.

Thanks & Regards,

Dr. N Ramesh

Dean-Training & Placement, Planning

REVA University

Rukmini Knowledge Park, Kattigenahalli, Yelahanka,

Bengaluru 560 064, KARNATAKA, INDIA

Tel : 91 080 66226622

Mob: 91 9880514718 / **9900272598 (Naveen C)**

Email: placement@reva.edu.in

placement@revainstitution.org

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Date: July 25, 2017

Ref: LTI/HR/Campus/2018

Name: Ankitha S

College: Reva Institute Of Science And Management, Bangalore

OFFER OF EMPLOYMENT

Dear Ankitha S,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as Associate Trainee.

During the initial training period of 12 months, your CTC including all benefits will be Rs.2,48,000/- as per the details mentioned in 'Annexure-1'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in 'Annexure-2'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

4. Background Verification

As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your current / previous employment history (if applicable), educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

5. Service Agreement

You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs.2,00,000.

6. Letter Acceptance

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this 'Offer of Employment' on the CampBuzz Portal (<https://campbuzz.ltinfortech.com>) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period, the aforesaid offer automatically stands cancelled.

Post registration on the CampBuzz portal, if you do not join on the date intimated to you, the aforesaid offer will be cancelled at the discretion of LTI.

Your employment will be governed by the rules, regulations and policies of the Company in effect.

The terms and conditions mentioned above are subject to changes at any time at sole discretion of the Company and as per business demands without prior notice.

According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Joji Varghese
Sr. HR Manager

I have read the letter and accept the same.

Signature and Date

ANNEXURE-1

| Name : Ankitha S | | Date : July 25, 2017 |
|---|----------------------|-----------------------|
| Salary Grade : AT | | |
| Component | Amount Rs./Per Annum | Amount Rs. /Per Month |
| <u>MONTHLY REMUNERATION</u> | | |
| Basic | | 10,000 |
| House Rent Allowance (H.R.A.) | | 3,000 |
| Conveyance Allowance | | 1,600 |
| Medical Allowance | | 1,250 |
| Adhoc Allowance | | 747 |
| Meal Allowance | | 1,210 |
| Sub- Total (A) | 213,684 | 17,807 |
| <u>DEFERRED BENEFITS</u> | | |
| Provident Fund (P.F.) | | 1200 |
| Gratuity | | 481 |
| Sub- Total (B) | 20,172 | 1,681 |
| Total (A+B) | 233,856 | 19,488 |
| Variable Pay | 10,000 | |
| Mediclaime Premium | 4,140 | |
| Grand Total | 248,000 | |
| <p><u>Notes:</u></p> <ul style="list-style-type: none"> - Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules. - H.R.A. will be deducted for accommodation (if any) provided by the Company. - You are covered under the ESIC Act and there will be statutory deductions as per the ESI Policy. - The Company can set off or make appropriate adjustment from Adhoc Allowance towards bonus payable, if any , subsequent to the amendments of payment of Bonus Act. - The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution. - The eligibility for payment of Gratuity is a minimum of five years of service in the Company. - The variable component will be payable after confirmation. Those rated at the lower end of the performance band as per company policy, will not be eligible for the same. - Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time. For all salary components refer to the respective policy documents. <p><u>Medical Insurance:</u></p> <p>The Group Mediclaim Policy of Company covers Employee, Spouse & upto 2 dependent children (below 21 yrs of age) for maximum amount of Rs. 100,000/- p.a.</p> | | |

ANNEXURE-2

| LTI-Eligibility Criteria for Non-Engineering Candidates- 2018 Batch | |
|---|---|
| Qualification | BSC,BCA,BCS |
| Branches: | Computer Science/Information Technology/Information science and Electronics |
| Age Criteria: As on 1st July of Passing year (2018) | Less than 23 years |
| Academic Gap: | No Academic gap allowed during/middle of the course for SSC, Diploma/HSC, Graduation |
| Course must complete in: | 3 years |
| SSC, HSC , Diploma (if applicable) Percentages / CGPA: | 55% & Above OR Equivalent CGPA NOTE: SSC /HSC should have cleared in FIRST ATTEMPT only. Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered. For candidates pursuing HSC and Diploma(both),marks scored in the Diploma degree will be taken into consideration. |
| Graduation Percentages/CGPA: | Aggregate of 55% & Above <u>OR</u> Equivalent CGPA Aggregate of all semesters AND all appeared subjects(irrespective of the University rule) |
| Re-attempts/ATKTs /Backlogs/Arrears: (Diploma, Graduation) | Reattempts/Backlogs <u>are allowed</u> . There is no constraint on the count of Reattempts/Backlogs. • No Re-attempts/ATKTs/Backlogs/Arrears allowed in the <u>final semester</u> of any course. |
| Nature of Course: | All Full Time courses Only |
| Year of Passing: | 2018 SUMMER Graduates Only |
| Citizenship: | Resident Indian Citizens Only |
| Your College/Institution MUST be: | UGC / AICTE / State Board Approved ONLY |
| Pre-Employment Verification: | Not been involved in any court proceedings and/or convicted for any offence |
| Pre-Employment Medical Certificate: | Submitting a Medical Certificate of Fitness(in the format prescribed by LTI) at time of joining, which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS |

If any information supplied by you in your application or during the selection process is found to be incorrect and/or false and/or you suppress material information regarding your qualification, experience or medical history, LTI reserves right to revoke this 'Offer of Employment' without any notice.

Kudos to Concentrix Selects!!

REVA Placements <placement@reva.edu.in>

Thu 12 01 2018 10:20

To: All <all@reva.edu.in>;all@revainstitution.org <all@revainstitution.org>

Cc: Dr. P Shyamaraju <chancellor@reva.edu.in>;Dr. Kulkarni S Y <vc@reva.edu.in>;Registrar REVA University <registrar@reva.edu.in>;Dr. N Ramesh <dir.planning@reva.edu.in>;Dr. Beena G <beena@reva.edu.in>;Dr. Shubha A <dir.comm@reva.edu.in>;P S Venkataramu <director_iqac@reva.edu.in>;Dr.K S Narayanaswamy <dir.me@reva.edu.in>;Dr.Rajashekar Mandi <dir.eee@reva.edu.in>;Dr.Rajashekar C.Biradar <dir.ece@reva.edu.in>;Dr.Ramalinga Reddy <dir.ce@reva.edu.in>;Dr.S S Manvi <dir.cit@reva.edu.in>;Dr.Senthil <dir.csa@reva.edu.in>;Dr. Vishwanath J <principalrims@revainstitution.org>

Respected All,

Greetings of the day from **Placement Team!!**

We are happy to announce the list of selected students for the "**Concentrix**" Campus drive, which we had on **11th January 2018**.

Concentrix : 53 Selects

| Sl No | Names | Branch | University | Sl No | Names | Branch | University |
|-------|----------------------|--------|------------|-------|------------------|-----------|------------|
| 1 | Nivedhitha Shaji | B.Com | RU | 28 | Manoj S | BBA | RU |
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| 4 | A Varun | B.Com | RU | 31 | Priyanka S | BBA | RU |
| 5 | Krishna Kanth Sarode | B.Com | RU | 32 | Gandluru Almas | BBA | RU |
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| 7 | Gaganashree R | B.Com | RU | 34 | Nikita Yadav | BCA | RU |
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| 9 | Shobha YN | B.Com | RU | 36 | | | RU |
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| 11 | Ahamed Rajza | B.Com | RU | 38 | Varshitha K | BCA | RU |
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| 13 | Bhanu Priya M | B.Com | RU | 40 | Seema Taj | BCA | BU |
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| 15 | Paromita Das | B.Com | RU | 42 | Sudarshan Y | BCA | RU |
| 16 | Robin Chaudhary | B.Com | RU | 43 | Priya H | BCA | RU |
| 17 | Tahir Hussain Laskar | B.Com | RU | 44 | Mariam Fathima | B.Sc (BT) | BU |



| | | | | | | | |
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| 21 | B Kushagra Nandha | B.Com | RU | 48 | Patil Pawan | MBA | RU |
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| 24 | Bhanu Priya | B.Com | RU | 51 | Jyothi | M.Sc | RU |
| 25 | S Akash | BBA | RU | 52 | Roja Philip | M.Sc | RU |
| 26 | R Naveen Reddy | BBA | RU | 53 | Joshitha R | MCA | RU |
| 27 | B Girsh | BBA | RU | | | | |

Thank you all for your continuous support.

Thanks & Regards,

Dr. N Ramesh

Dean-Training & Placement, Planning

REVA University

Rukmini Knowledge Park, Kattigenahalli, Yelahanka,

Bengaluru 560 064, KARNATAKA, INDIA

Tel : 91 080 66226622

Mob: 91 9880514718 / **9900272598 (Naveen C)**

Email: placement@reva.edu.in

placement@revainstitution.org

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Kudos to REVA Selects!!

REVA Placements <placement@reva.edu.in>

Wed 18-07-2018 09:12

To: All <all@reva.edu.in>;all@revainstitution.org <all@revainstitution.org>

Cc: Dr. Shyammaraju P <chancellor@reva.edu.in>;Dr. M Dhanamjaya <vc@reva.edu.in>;Dr. N Ramesh <registrar@reva.edu.in>;Dr. Ramesh N <dean.tpp@reva.edu.in>;Dr. Sunil Kumar S Manvi <ssmanvi@reva.edu.in>;Dr. Rajshekhar C. Biradar <raj.biradar@revainstitution.org>;Dr. Raghu C N <dir.eee@reva.edu.in>;Dr. K S Narayana swamy <dir.me@reva.edu.in>;Dr.Ramalinga Reddy Y <ramalingareddy@reva.edu.in>;Dr.Senthil <dir.csa@reva.edu.in>

Respected All,

Greetings of the day from **Placement Team!!**

We are happy to announce the list of selected students for "**DELL EMC, Unisys & HPE**" Campus drive, which we had in the month of **July 2018**.

DELL EMC - CTC 5.8 LPA

1. RENCHINI R (ISE)
2. Adhiragni Roy (CSE)
3. Harithas B C (ECE)

Unisys

1. Rabia Basri (ISE)
2. Sagar B (Mech)
3. Anish Jana (ISE)

HPE

1. Darshini R (BCA)
2. Nikitha Jayaram (CSE)
3. Andrea Donna Vora (ECE)

Thank you all for your continuous support.

Thanks & Regards,

Dr. N Ramesh

Dean-Training, Placement & Planning

REVA University

Rukmini Knowledge Park, Kattigenahalli, Yelahanka,
Bengaluru 560 064, KARNATAKA, INDIA

Tel : 91 080 66226622

Mob: 91 9880514718 / **9900272598 (Naveen C)**

Email: placement@reva.edu.in

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2018

Kudos to HGS Selects!!

REVA Placements <placement@reva.edu.in>

Tue 3/27/2018 11:31 AM

To: All <all@reva.edu.in>;all@revainstitution.org <all@revainstitution.org>

Cc: Dr. P Shyamajaju <chancellor@reva.edu.in>;Dr. Kulkarni S Y <vc@reva.edu.in>;Registrar REVA University <registrar@reva.edu.in>;Dr. N Ramesh <dir_planning@reva.edu.in>;Dr. Shubha A <dir_comm@reva.edu.in>;Dr. Beena G <beena@reva.edu.in>;Dr.K S Narayanaswamy <dir.me@reva.edu.in>;Dr.Senthil <dir.csa@reva.edu.in>;Dr.Rajashekar Mandi <dir.eee@reva.edu.in>;P S Venkataramu <director_iqac@reva.edu.in>;Dr.Rajashekar C.Biradar <dir.ece@reva.edu.in>;Dr S S Manvi <dir.cit@reva.edu.in>;Dr.Ramalinga Reddy <dir.ce@reva.edu.in>;Dr. Vishwanath J <principalrims@revainstitution.org>

Respected All,

Greetings of the day from **Placement Team!!**

We are happy to announce the list of selected students for the "**Hinduja Global Solutions**" Campus drive, which we had on **15th March 2018**.

Hinduja Global Solutions : 22 Selects

| Sl No. | Name | Branch |
|--------|------------------------|--------|
| 1 | Rohit.K | B.Com |
| 2 | Chandan Raj R | B.Com |
| 3 | manohar V | B.Com |
| 4 | Pooja Kumari | B.Com |
| 5 | Tejas P | B.Com |
| 6 | Swathi B | B.Com |
| 7 | Pooja Venkatesh Kamath | B.Com |
| 8 | Shalu Katoch | B.Com |
| 9 | Rachana R | B.Com |
| 10 | Lakshmi Singh | B.Com |
| 11 | Jaladurgam Ramya teja | B.Sc |
| 12 | Mariam Fathima | B.Sc |
| 13 | Rangini Rauniyar | BBA |
| 14 | Samip Ranjan Mahapatra | BCA |
| 15 | Rudresha M | BCA |
| 16 | Geetha Aishwarya A B | BCA |
| 17 | Arbin Nida | BCA |
| 18 | Vinay Kumar | BCA |
| 19 | Pooja V | BCA |
| 20 | | BCA |
| 21 | Rajshekar N | BCA |



Date: July 25, 2017

Ref: LTI/HR/Campus/2018

Name: Harika G

College: Reva Institute Of Science And Management, Bangalore

OFFER OF EMPLOYMENT

Dear Harika G,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Associate Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be **Rs.2,48,000/-** as per the details mentioned in '**Annexure-1**'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in '**Annexure-2**'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

4. Background Verification

As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your current / previous employment history (if applicable), educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

5. Service Agreement

You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs.2,00,000.

6. Letter Acceptance

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this 'Offer of Employment' on the **CampBuzz Portal** (<https://campbuzz.lntinfotech.com>) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period, the aforesaid offer automatically stands cancelled.

Post registration on the CampBuzz portal, if you do not join on the date intimated to you, the aforesaid offer will be cancelled at the discretion of LTI.

Your employment will be governed by the rules, regulations and policies of the Company in effect.

The terms and conditions mentioned above are subject to changes at any time at sole discretion of the Company and as per business demands without prior notice.

According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Joji Varghese
Sr. HR Manager

I have read the letter and accept the same.

Signature and Date

ANNEXURE-1

| Name : Harika G | | Date : July 25, 2017 |
|---|----------------------|-----------------------|
| Salary Grade : AT | | |
| Component | Amount Rs./Per Annum | Amount Rs. /Per Month |
| <u>MONTHLY REMUNERATION</u> | | |
| Basic | | 10,000 |
| House Rent Allowance (H.R.A.) | | 3,000 |
| Conveyance Allowance | | 1,600 |
| Medical Allowance | | 1,250 |
| Adhoc Allowance | | 747 |
| Meal Allowance | | 1,210 |
| Sub- Total (A) | 213,684 | 17,807 |
| <u>DEFERRED BENEFITS</u> | | |
| Provident Fund (P.F.) | | 1200 |
| Gratuity | | 481 |
| Sub- Total (B) | 20,172 | 1,681 |
| Total (A+B) | 233,856 | 19,488 |
| Variable Pay | 10,000 | |
| Mediclaime Premium | 4,140 | |
| Grand Total | 248,000 | |
| <p>Notes:</p> <ul style="list-style-type: none"> - Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules. - H.R.A. will be deducted for accommodation (if any) provided by the Company. - You are covered under the ESIC Act and there will be statutory deductions as per the ESI Policy. - The Company can set off or make appropriate adjustment from Adhoc Allowance towards bonus payable, if any, subsequent to the amendments of payment of Bonus Act. - The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution. - The eligibility for payment of Gratuity is a minimum of five years of service in the Company. - The variable component will be payable after confirmation. Those rated at the lower end of the performance band as per company policy, will not be eligible for the same. - Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time. For all salary components refer to the respective policy documents. <p>Medical Insurance:</p> <p>The Group Mediclaime Policy of Company covers Employee, Spouse & upto 2 dependent children (below 21 yrs of age) for maximum amount of Rs. 100,000/- p.a.</p> | | |

ANNEXURE-2

| LTI-Eligibility Criteria for Non-Engineering Candidates- 2018 Batch | |
|---|---|
| Qualification | BSC,BCA,BCS |
| Branches: | Computer Science/Information Technology/Information science and Electronics |
| Age Criteria: As on 1st July of Passing year (2018) | Less than 23 years |
| Academic Gap: | No Academic gap allowed during/middle of the course for SSC, Diploma/HSC, Graduation |
| Course must complete in: | 3 years |
| SSC, HSC , Diploma (if applicable) Percentages / CGPA: | 55% & Above OR Equivalent CGPA NOTE: SSC /HSC should have cleared in FIRST ATTEMPT only. Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered. For candidates pursuing HSC and Diploma(both),marks scored in the Diploma degree will be taken into consideration. |
| Graduation Percentages/CGPA: | Aggregate of 55% & Above <u>OR</u> Equivalent CGPA Aggregate of all semesters AND all appeared subjects(irrespective of the University rule) |
| Re-attempts/ATKTs /Backlogs/Arrears: (Diploma, Graduation) | Reattempts/Backlogs <u>are allowed</u> . There is no constraint on the count of Reattempts/Backlogs. • No Re-attempts/ATKTs/Backlogs/Arrears allowed in the <u>final semester</u> of any course. |
| Nature of Course: | All Full Time courses Only |
| Year of Passing: | 2018 SUMMER Graduates Only |
| Citizenship: | Resident Indian Citizens Only |
| Your College/Institution MUST be: | UGC / AICTE / State Board Approved ONLY |
| Pre-Employment Verification: | Not been involved in any court proceedings and/or convicted for any offence |
| Pre-Employment Medical Certificate: | Submitting a Medical Certificate of Fitness(in the format prescribed by LTI) at time of joining, which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS |

If any information supplied by you in your application or during the selection process is found to be incorrect and/or false and/or you suppress material information regarding your qualification, experience or medical history, LTI reserves right to revoke this 'Offer of Employment' without any notice.

2018

Kudos to CERNER Selects!!

REVA Placements <placement@reva.edu.in>

Thu 17-05-2018 15:27

To: All <all@reva.edu.in>;all@revainstitution.org <all@revainstitution.org>

Cc: Dr. P Shyamaraju <chancellor@reva.edu.in>;Dr. Kulkarni S Y <vc@reva.edu.in>;Registrar REVA University <registrar@reva.edu.in>;Dr. N Ramesh <dir.planning@reva.edu.in>;Dr. Shubha A <dir.comm@reva.edu.in>;Dr.Senthil <dir.csa@reva.edu.in>;Dr. Beena G <beena@reva.edu.in>;Dr.K S Narayanaswamy <dir.me@reva.edu.in>;Dr.Rajashekar Mandi <dir.eee@reva.edu.in>;P S Venkataramu <director_iqac@reva.edu.in>;Dr. Mallikarjun Kodabagi <dir.cit@reva.edu.in>;Dr K M Sudharshan <dir.ece@reva.edu.in>;Dr. Ramalinga Reddy <dir.ce@reva.edu.in>

1 attachments (2 MB)

Cerner Selects.jpeg

Respected All,

Greetings of the day from **Placement Team!!**

We are happy to announce the list of selected students for "**Cerner**" Campus drive, which we had today **17th May 2018**.

Cerner : 17 Selects

1. A Bala Murali (M.Sc BT)
2. Sowjanya (M.Sc BT)
3. Roja Philip (M.Sc BT)
4. Jyothi Rani (M.Sc BT)
5. Sushma M Shetty (M.Sc BC)
6. N Bhavani (MCA)
7. Pooja Devang SD (MCA)
8. Priya H (BCA)
9. Pavithra CB (BCA)
10. [REDACTED]
11. Sudarshan V (BCA)
12. Amit Das (BBA)
13. Sujith S (BBA)
14. Shefali S (BBA)
15. Priyanka S (BBA)
16. Priya (B.Com)
17. Lakshmi Singh (B.Com)

Thank you all for your continuous support.

Thanks & Regards,

Dr. N Ramesh

Dean-Training & Placement, Planning

REVA University

Rukmini Knowledge Park, Kattigenahalli, Yelahanka,

Bengaluru 560 064, KARNATAKA, INDIA





2018

Infosys Limited - BSc & BCA Hiring Final Selects

Padmini Krishna Settikere <Padmini_Settikere@infosys.com>

Tue 09 01 2018 20:13

To: Naveen C <naveen.c@reva.edu.in>

Cc: Pramod_MV <Pramod_MV@infosys.com>

1 attachments (38 KB)

Final list of selected students, 2018 - REVA University.docx

Dear Sir,

Greetings from Infosys!

This is with reference to the pooled recruitment process conducted at Maharani Lakshmi Ammani College for Women on 8th and 9th January for the 2018 batch.

Please find attached the final list of students who have been selected for offer. Kindly convey our wishes to all the selected students.

Look forward for a long and successful relationship with your institute.

Regards,
Padmini Krishna Settikere
Lead – Talent Acquisition

Infosys Limited,
Electronics City, Hosur Road,
Bangalore 560100.
M: +91 7022987897
www.infosys.com

Infosys
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Final List of Selected Students

CONGRATULATIONS

| | | | |
|-------------------|----------|-----------------------|-----------------|
| Date of Interview | 9-Jan-18 | Name of the Institute | Reva University |
|-------------------|----------|-----------------------|-----------------|

| Sl. No | Univ. Roll No. | Name | Date of Birth | Branch |
|--------|----------------|--------------|---------------|-----------------------|
| 1 | R15CA109 | Rahul Pugal | 8-Mar-95 | Computer Applications |
| 2 | R15CA116 | Riya Mandal | 25-Jul-97 | Computer Applications |
| 3 | | | | |
| 4 | R15CA065 | Ketan Sharma | 19-Feb-97 | Computer Applications |
| 5 | R15CA081 | Manjil Dahal | 2-Mar-99 | Computer Applications |
| 6 | R15CA136 | Sowbhagya S | 20-Aug-97 | Computer Applications |
| 7 | R15CA144 | Varshitha K | 5-Jun-97 | Computer Applications |

Please note that our offer is conditional upon fulfilling the eligibility criteria as specified during the recruitment process. The Organization has the discretion to withdraw the offer at any point in time, in case of falsification of data / candidate's not meeting the criteria.

HR Anchor Name : Padmini Settikere

Date : 9-Jan-18

Designation : Lead - TA

Signature :



2018

Infosys Limited - BSc & BCA Hiring Final Selects

Padmini Krishna Settikere <Padmini_Settikere@infosys.com>

Tue 09 01 2018 20:13

To: Naveen C <naveen.c@reva.edu.in>

Cc: Pramod_MV <Pramod_MV@infosys.com>

1 attachments (38 KB)

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Lead – Talent Acquisition

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Electronics City, Hosur Road,
Bangalore 560100.
M: +91 7022987897
www.infosys.com

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Final List of Selected Students

CONGRATULATIONS

| | | | |
|-------------------|----------|-----------------------|-----------------|
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HR Anchor Name : Padmini Settikere

Date : 9-Jan-18

Designation : Lead - TA

Signature :





Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Manish Chaudhary

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For **Wipro Limited**,

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to

2018

Infosys Limited - BSc & BCA Hiring Final Selects

Padmini Krishna Settikere <Padmini_Settikere@infosys.com>

Tue 09 01 2018 20:13

To: Naveen C <naveen.c@reva.edu.in>

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Lead – Talent Acquisition

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Electronics City, Hosur Road,
Bangalore 560100.
M: +91 7022987897
www.infosys.com

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Final List of Selected Students

CONGRATULATIONS

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HR Anchor Name : Padmini Settikere

Date : 9-Jan-18

Designation : Lead - TA

Signature :



Kudos to Concentrix Selects!!

REVA Placements <placement@reva.edu.in>

Fri 12 01 2018 10:20

To: All <all@reva.edu.in>;all@revainstitution.org <all@revainstitution.org>

Cc: Dr. P Shyamaraju <chancellor@reva.edu.in>;Dr. Kulkarni S Y <vc@reva.edu.in>;Registrar REVA University <registrar@reva.edu.in>;Dr. N Ramesh <dir.planning@reva.edu.in>;Dr. Beena G <beena@reva.edu.in>;Dr. Shubha A <dir.comm@reva.edu.in>;P S Venkataramu <director_iqac@reva.edu.in>;Dr.K S Narayanaswamy <dir.me@reva.edu.in>;Dr.Rajashekar Mandi <dir.eee@reva.edu.in>;Dr.Rajashekar C.Biradar <dir.ece@reva.edu.in>;Dr.Ramalinga Reddy <dir.ce@reva.edu.in>;Dr.S S Manvi <dir.cit@reva.edu.in>;Dr.Senthil <dir.csa@reva.edu.in>;Dr. Vishwanath J <principalrims@revainstitution.org>

Respected All,

Greetings of the day from **Placement Team!!**

We are happy to announce the list of selected students for the "**Concentrix**" Campus drive, which we had on **11th January 2018**.

Concentrix : 53 Selects

| Sl No | Names | Branch | University | Sl No | Names | Branch | University |
|-------|----------------------|--------|------------|-------|------------------|-----------|------------|
| 1 | Nivedhitha Shaji | B.Com | RU | 28 | Manoj S | BBA | RU |
| 2 | Shalu Katoch | B.Com | RU | 29 | Shalini J | BBA | RU |
| 3 | Lakshmi Sing | B.Com | RU | 30 | Rachel Grace M | BBA | RU |
| 4 | A Varun | B.Com | RU | 31 | Priyanka S | BBA | RU |
| 5 | Krishna Kanth Sarode | B.Com | RU | 32 | Gandluru Almas | BBA | RU |
| 6 | Prince Godson | B.Com | RU | 33 | Sudhindra Mudhol | BBA | RU |
| 7 | Gaganashree R | B.Com | RU | 34 | Nikita Yadav | BCA | RU |
| 8 | Pooja B | B.Com | RU | 35 | Pooja TA | BCA | RU |
| 9 | Shobha YN | B.Com | RU | 36 | Bhavana B | BCA | RU |
| 10 | Swathi G | B.Com | RU | 37 | | | RU |
| 11 | Ahamed Rajza | B.Com | RU | 38 | Varshitha K | BCA | RU |
| 12 | A Pawan | B.Com | RU | 39 | Ashutosh Singh | BCA | RU |
| 13 | Bhanu Priya M | B.Com | RU | 40 | Seema Taj | BCA | BU |
| 14 | Swetha | B.Com | RU | 41 | Ruksar Jaha | BCA | BU |
| 15 | Paromita Das | B.Com | RU | 42 | Sudarshan Y | BCA | RU |
| 16 | Robin Chaudhary | B.Com | RU | 43 | Priya H | BCA | RU |
| 17 | Tahir Hussain Laskar | B.Com | RU | 44 | Mariam Fathima | B.Sc (BT) | BU |



| | | | | | | | |
|----|------------------------|-------|----|----|-------------------|-------|----|
| 18 | Srishti Sharma | B.Com | RU | 45 | Bhavana Tiwari | M.Com | RU |
| 19 | Janhavi S | B.Com | RU | 46 | Kusha N | M.Com | RU |
| 20 | Lakshmisha CR | B.Com | RU | 47 | Sowmya | M.Com | RU |
| 21 | B Kushagra Nandha | B.Com | RU | 48 | Patil Pawan | MBA | RU |
| 22 | Vijay Sharma | B.Com | RU | 49 | Deeksha | MBA | RU |
| 23 | Srijana Priya Yadav | B.Com | RU | 50 | Sanjeev | MBA | RU |
| 24 | Bhanu Priya | B.Com | RU | 51 | Jyothi | M.Sc | RU |
| 25 | S Akash | BBA | RU | 52 | Roja Philip | M.Sc | RU |
| 26 | R Naveen Reddy | BBA | RU | 53 | Joshitha R | MCA | RU |
| 27 | B Girsh | BBA | RU | | | | |

Thank you all for your continuous support.

Thanks & Regards,

Dr. N Ramesh

Dean-Training & Placement, Planning

REVA University

Rukmini Knowledge Park, Kattigenahalli, Yelahanka,

Bengaluru 560 064, KARNATAKA, INDIA

Tel : 91 080 66226622

Mob: 91 9880514718 / **9900272598 (Naveen C)**

Email: placement@reva.edu.in

placement@revainstitution.org

Disclaimer: The information transmitted, including attachments, is intended only for the person(s) or entity to which it is addressed and may contain confidential and/or privileged material. Any review, re-transmission, dissemination or other use of, or taking of any action in reliance upon this information by persons or entities other than the intended recipient is prohibited. If you received this in error, please contact the sender and destroy any copies of this information





Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Nikita Yadav

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

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For **Wipro Limited**,

Aparna Shailen
General Manager - Human Resources

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2018

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1 attachments (2 MB)

Cerner Selects.jpeg

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2. Sowjanya (M.Sc BT)
3. Roja Philip (M.Sc BT)
4. Jyothi Rani (M.Sc BT)
5. Sushma M Shetty (M.Sc BC)
6. N Bhavani (MCA)
7. Pooja Devang SD (MCA)
8. Priya H (BCA)
9. [REDACTED]
10. Geetha N (BCA)
11. Sudarshan V (BCA)
12. Amit Das (BBA)
13. Sujith S (BBA)
14. Shefali S (BBA)
15. Priyanka S (BBA)
16. Priya (B.Com)
17. Lakshmi Singh (B.Com)

Thank you all for your continuous support.

Thanks & Regards,

Dr. N Ramesh

Dean-Training & Placement, Planning

REVA University

Rukmini Knowledge Park,Kattigenahalli, Yelahanka,

Bengaluru 560 064, KARNATAKA,INDIA





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Respected All,

Greetings of the day from **Placement Team!!**

We are happy to announce the list of selected students for the "**Concentrix**" Campus drive, which we had on **11th January 2018**.

Concentrix : 53 Selects

| Sl No | Names | Branch | University | Sl No | Names | Branch | University |
|-------|----------------------|--------|------------|-------|------------------|------------|------------|
| 1 | Nivedhitha Shaji | B.Com | RU | 28 | Manoj S | BBA | RU |
| 2 | Shalu Katoch | B.Com | RU | 29 | Shalini J | BBA | RU |
| 3 | Lakshmi Sing | B.Com | RU | 30 | Rachel Grace M | BBA | RU |
| 4 | A Varun | B.Com | RU | 31 | Priyanka S | BBA | RU |
| 5 | Krishna Kanth Sarode | B.Com | RU | 32 | Gandluru Almas | BBA | RU |
| 6 | Prince Godson | B.Com | RU | 33 | Sudhindra Mudhol | BBA | RU |
| 7 | Gaganashree R | B.Com | RU | 34 | Nikita Yadav | BCA | RU |
| 8 | Pooja B | B.Com | RU | 35 | [REDACTED] | [REDACTED] | RU |
| 9 | Shobha YN | B.Com | RU | 36 | Bhavana B | BCA | RU |
| 10 | Swathi G | B.Com | RU | 37 | N Usha | BCA | RU |
| 11 | Ahamed Rajza | B.Com | RU | 38 | Varshitha K | BCA | RU |
| 12 | A Pawan | B.Com | RU | 39 | Ashutosh Singh | BCA | RU |
| 13 | Bhanu Priya M | B.Com | RU | 40 | Seema Taj | BCA | BU |
| 14 | Swetha | B.Com | RU | 41 | Ruksar Jaha | BCA | BU |
| 15 | Paromita Das | B.Com | RU | 42 | Sudarshan Y | BCA | RU |
| 16 | Robin Chaudhary | B.Com | RU | 43 | Priya H | BCA | RU |
| 17 | Tahir Hussain Laskar | B.Com | RU | 44 | Mariam Fathima | B.Sc (BT) | BU |



| | | | | | | | |
|----|------------------------|-------|----|----|-------------------|-------|----|
| 18 | Srishti Sharma | B.Com | RU | 45 | Bhavana Tiwari | M.Com | RU |
| 19 | Janhavi S | B.Com | RU | 46 | Kusha N | M.Com | RU |
| 20 | Lakshmisha CR | B.Com | RU | 47 | Sowmya | M.Com | RU |
| 21 | B Kushagra Nandha | B.Com | RU | 48 | Patil Pawan | MBA | RU |
| 22 | Vijay Sharma | B.Com | RU | 49 | Deeksha | MBA | RU |
| 23 | Srijana Priya Yadav | B.Com | RU | 50 | Sanjeev | MBA | RU |
| 24 | Bhanu Priya | B.Com | RU | 51 | Jyothi | M.Sc | RU |
| 25 | S Akash | BBA | RU | 52 | Roja Philip | M.Sc | RU |
| 26 | R Naveen Reddy | BBA | RU | 53 | Joshitha R | MCA | RU |
| 27 | B Girsh | BBA | RU | | | | |

Thank you all for your continuous support.

Thanks & Regards,

Dr. N Ramesh

Dean-Training & Placement, Planning

REVA University

Rukmini Knowledge Park, Kattigenahalli, Yelahanka,

Bengaluru 560 064, KARNATAKA, INDIA

Tel : 91 080 66226622

Mob: 91 9880514718 / **9900272598 (Naveen C)**

Email: placement@reva.edu.in

placement@revainstitution.org

Disclaimer: The information transmitted, including attachments, is intended only for the person(s) or entity to which it is addressed and may contain confidential and/or privileged material. Any review, re-transmission, dissemination or other use of, or taking of any action in reliance upon this information by persons or entities other than the intended recipient is prohibited. If you received this in error, please contact the sender and destroy any copies of this information



2018

Kudos to CERNER Selects!!

REVA Placements <placement@reva.edu.in>

Thu 17-05-2018 15:27

To: All <all@reva.edu.in>;all@revainstitution.org <all@revainstitution.org>

Cc: Dr. P Shyamaraju <chancellor@reva.edu.in>;Dr. Kulkarni S Y <vc@reva.edu.in>;Registrar REVA University <registrar@reva.edu.in>;Dr. N Ramesh <dir.planning@reva.edu.in>;Dr. Shubha A <dir.comm@reva.edu.in>;Dr.Senthil <dir.csa@reva.edu.in>;Dr. Beena G <beena@reva.edu.in>;Dr.K S Narayanaswamy <dir.me@reva.edu.in>;Dr.Rajashekar Mandi <dir.eee@reva.edu.in>;P S Venkataramu <director_iqac@reva.edu.in>;Dr. Mallikarjun Kodabagi <dir.cit@reva.edu.in>;Dr K M Sudharshan <dir.ece@reva.edu.in>;Dr. Ramalinga Reddy <dir.ce@reva.edu.in>

1 attachments (2 MB)

Cerner Selects.jpeg

Respected All,

Greetings of the day from **Placement Team!!**

We are happy to announce the list of selected students for "**Cerner**" Campus drive, which we had today **17th May 2018**.

Cerner : 17 Selects

1. A Bala Murali (M.Sc BT)
2. Sowjanya (M.Sc BT)
3. Roja Philip (M.Sc BT)
4. Jyothi Rani (M.Sc BT)
5. Sushma M Shetty (M.Sc BC)
6. N Bhavani (MCA)
7. Pooja Devang SD (MCA)
8. [REDACTED]
9. Pavithra CB (BCA)
10. Geetha N (BCA)
11. Sudarshan V (BCA)
12. Amit Das (BBA)
13. Sujith S (BBA)
14. Shefali S (BBA)
15. Priyanka S (BBA)
16. Priya (B.Com)
17. Lakshmi Singh (B.Com)

Thank you all for your continuous support.

Thanks & Regards,

Dr. N Ramesh

Dean-Training & Placement, Planning

REVA University

Rukmini Knowledge Park, Kattigenahalli, Yelahanka,

Bengaluru 560 064, KARNATAKA, INDIA







Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Priyanka S

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For **Wipro Limited**,

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to

2018

Infosys Limited - BSc & BCA Hiring Final Selects

Padmini Krishna Settikere <Padmini_Settikere@infosys.com>

Tue 09 01 2018 20:13

To: Naveen C <naveen.c@reva.edu.in>

Cc: Pramod_MV <Pramod_MV@infosys.com>

1 attachments (38 KB)

Final list of selected students, 2018 - REVA University.docx

Dear Sir,

Greetings from Infosys!

This is with reference to the pooled recruitment process conducted at Maharani Lakshmi Ammani College for Women on 8th and 9th January for the 2018 batch.

Please find attached the final list of students who have been selected for offer. Kindly convey our wishes to all the selected students.

Look forward for a long and successful relationship with your institute.

Regards,
Padmini Krishna Settikere
Lead – Talent Acquisition

Infosys Limited,
Electronics City, Hosur Road,
Bangalore 560100.
M: +91 7022987897
www.infosys.com

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Final List of Selected Students

CONGRATULATIONS

| | | | |
|-------------------|----------|-----------------------|-----------------|
| Date of Interview | 9-Jan-18 | Name of the Institute | Reva University |
|-------------------|----------|-----------------------|-----------------|

| Sl. No | Univ. Roll No. | Name | Date of Birth | Branch |
|--------|----------------|--------------|---------------|-----------------------|
| 1 | [REDACTED]9 | R [REDACTED] | [REDACTED] | [REDACTED]s |
| 2 | R15CA116 | Riya Mandal | 25-Jul-97 | Computer Applications |
| 3 | R15CA052 | Harshitha R | 2-Aug-97 | Computer Applications |
| 4 | R15CA065 | Ketan Sharma | 19-Feb-97 | Computer Applications |
| 5 | R15CA081 | Manjil Dahal | 2-Mar-99 | Computer Applications |
| 6 | R15CA136 | Sowbhagya S | 20-Aug-97 | Computer Applications |
| 7 | R15CA144 | Varshitha K | 5-Jun-97 | Computer Applications |

Please note that our offer is conditional upon fulfilling the eligibility criteria as specified during the recruitment process. The Organization has the discretion to withdraw the offer at any point in time, in case of falsification of data / candidate's not meeting the criteria.

HR Anchor Name : Padmini Settikere

Date : 9-Jan-18

Designation : Lead - TA

Signature :



2018

Kudos to HGS Selects!!

REVA Placements <placement@reva.edu.in>

Tue 3/27/2018 11:31 AM

To: All <all@reva.edu.in>;all@revainstitution.org <all@revainstitution.org>

Cc: Dr. P Shyamajaju <chancellor@reva.edu.in>;Dr. Kulkarni S Y <vc@reva.edu.in>;Registrar REVA University <registrar@reva.edu.in>;Dr. N Ramesh <dir.planning@reva.edu.in>;Dr. Shubha A <dir.comm@reva.edu.in>;Dr. Beena G <beena@reva.edu.in>;Dr.K S Narayanaswamy <dir.me@reva.edu.in>;Dr.Senthil <dir.csa@reva.edu.in>;Dr.Rajashekar Mandi <dir.eee@reva.edu.in>;P S Venkataramu <director_iqac@reva.edu.in>;Dr.Rajashekar C.Biradar <dir.ece@reva.edu.in>;Dr S S Manvi <dir.cit@reva.edu.in>;Dr.Ramalinga Reddy <dir.ce@reva.edu.in>;Dr. Vishwanath J <principalrims@revainstitution.org>

Respected All,

Greetings of the day from **Placement Team!!**

We are happy to announce the list of selected students for the "**Hinduja Global Solutions**" Campus drive, which we had on **15th March 2018**.

Hinduja Global Solutions : 22 Selects

| Sl No. | Name | Branch |
|--------|------------------------|--------|
| 1 | Rohit.K | B.Com |
| 2 | Chandan Raj R | B.Com |
| 3 | manohar V | B.Com |
| 4 | Pooja Kumari | B.Com |
| 5 | Tejas P | B.Com |
| 6 | Swathi B | B.Com |
| 7 | Pooja Venkatesh Kamath | B.Com |
| 8 | Shalu Katoch | B.Com |
| 9 | Rachana R | B.Com |
| 10 | Lakshmi Singh | B.Com |
| 11 | Jaladurgam Ramya teja | B.Sc |
| 12 | Mariam Fathima | B.Sc |
| 13 | Rangini Rauniyar | BBA |
| 14 | Samip Ranjan Mahapatra | BCA |
| 15 | Rudresha M | BCA |
| 16 | Geetha Aishwarya A B | BCA |
| 17 | Arbin Nida | BCA |
| 18 | Vinay Kumar | BCA |
| 19 | Pooja V | BCA |
| 20 | Divyanshu Kumar | BCA |
| 21 | | |





Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Riya Mandal

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For **Wipro Limited**,

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to

2018

Kudos to HGS Selects!!

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Respected All,

Greetings of the day from **Placement Team!!**

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| Sl No. | Name | Branch |
|--------|------------------------|--------|
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| 6 | Swathi B | B.Com |
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| 14 | Samip Ranjan Mahapatra | BCA |
| 15 | | |
| 16 | Geetha Aishwarya A B | BCA |
| 17 | Arbin Nida | BCA |
| 18 | Vinay Kumar | BCA |
| 19 | Pooja V | BCA |
| 20 | Divyanshu Kumar | BCA |
| 21 | Rajshekar N | BCA |



2018

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Respected All,

Greetings of the day from **Placement Team!!**

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Hinduja Global Solutions : 22 Selects

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|--------|------------------------|------------|
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| 3 | manohar V | B.Com |
| 4 | Pooja Kumari | B.Com |
| 5 | Tejas P | B.Com |
| 6 | Swathi B | B.Com |
| 7 | Pooja Venkatesh Kamath | B.Com |
| 8 | Shalu Katoch | B.Com |
| 9 | Rachana R | B.Com |
| 10 | Lakshmi Singh | B.Com |
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| 12 | Mariam Fathima | B.Sc |
| 13 | Rangini Rauniyar | BBA |
| 14 | [REDACTED] | [REDACTED] |
| 15 | Rudresha M | BCA |
| 16 | Geetha Aishwarya A B | BCA |
| 17 | Arbin Nida | BCA |
| 18 | Vinay Kumar | BCA |
| 19 | Pooja V | BCA |
| 20 | Divyanshu Kumar | BCA |
| 21 | Rajshekar N | BCA |



2018

Infosys Limited - BSc & BCA Hiring Final Selects

Padmini Krishna Settikere <Padmini_Settikere@infosys.com>

Tue 09 01 2018 20:13

To: Naveen C <naveen.c@reva.edu.in>

Cc: Pramod_MV <Pramod_MV@infosys.com>

1 attachments (38 KB)

Final list of selected students, 2018 - REVA University.docx

Dear Sir,

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This is with reference to the pooled recruitment process conducted at Maharani Lakshmi Ammani College for Women on 8th and 9th January for the 2018 batch.

Please find attached the final list of students who have been selected for offer. Kindly convey our wishes to all the selected students.

Look forward for a long and successful relationship with your institute.

Regards,
Padmini Krishna Settikere
Lead – Talent Acquisition

Infosys Limited,
Electronics City, Hosur Road,
Bangalore 560100.
M: +91 7022987897
www.infosys.com

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Final List of Selected Students

CONGRATULATIONS

| | | | |
|-------------------|----------|-----------------------|-----------------|
| Date of Interview | 9-Jan-18 | Name of the Institute | Reva University |
|-------------------|----------|-----------------------|-----------------|

| Sl. No | Univ. Roll No. | Name | Date of Birth | Branch |
|--------|----------------|--------------|---------------|-----------------------|
| 1 | R15CA109 | Rahul Pugal | 8-Mar-95 | Computer Applications |
| 2 | R15CA116 | Riya Mandal | 25-Jul-97 | Computer Applications |
| 3 | R15CA052 | Harshitha R | 2-Aug-97 | Computer Applications |
| 4 | R15CA065 | Ketan Sharma | 19-Feb-97 | Computer Applications |
| 5 | R15CA081 | Manjil Dahal | 2-Mar-99 | Computer Applications |
| 6 | | S | | |
| 7 | R15CA144 | Varshitha K | 5-Jun-97 | Computer Applications |

Please note that our offer is conditional upon fulfilling the eligibility criteria as specified during the recruitment process. The Organization has the discretion to withdraw the offer at any point in time, in case of falsification of data / candidate's not meeting the criteria.

HR Anchor Name : Padmini Settikere

Date : 9-Jan-18

Designation : Lead - TA

Signature :



2018

Kudos to CERNER Selects!!

REVA Placements <placement@reva.edu.in>

Thu 17-05-2018 15:27

To: All <all@reva.edu.in>;all@revainstitution.org <all@revainstitution.org>

Cc: Dr. P Shyamaraju <chancellor@reva.edu.in>;Dr. Kulkarni S Y <vc@reva.edu.in>;Registrar REVA University <registrar@reva.edu.in>;Dr. N Ramesh <dir.planning@reva.edu.in>;Dr. Shubha A <dir.comm@reva.edu.in>;Dr.Senthil <dir.csa@reva.edu.in>;Dr. Beena G <beena@reva.edu.in>;Dr.K S Narayanaswamy <dir.me@reva.edu.in>;Dr.Rajashekar Mandi <dir.eee@reva.edu.in>;P S Venkataramu <director_iqac@reva.edu.in>;Dr. Mallikarjun Kodabagi <dir.cit@reva.edu.in>;Dr K M Sudharshan <dir.ece@reva.edu.in>;Dr. Ramalinga Reddy <dir.ce@reva.edu.in>

1 attachments (2 MB)

Cerner Selects.jpeg

Respected All,

Greetings of the day from **Placement Team!!**

We are happy to announce the list of selected students for "**Cerner**" Campus drive, which we had today **17th May 2018**.

Cerner : 17 Selects

1. A Bala Murali (M.Sc BT)
2. Sowjanya (M.Sc BT)
3. Roja Philip (M.Sc BT)
4. Jyothi Rani (M.Sc BT)
5. Sushma M Shetty (M.Sc BC)
6. N Bhavani (MCA)
7. Pooja Devang SD (MCA)
8. Priya H (BCA)
9. Pavithra CB (BCA)
10. Geetha N (BCA)
11. [REDACTED]
12. Amit Das (BBA)
13. Sujith S (BBA)
14. Shefali S (BBA)
15. Priyanka S (BBA)
16. Priya (B.Com)
17. Lakshmi Singh (B.Com)

Thank you all for your continuous support.

Thanks & Regards,

Dr. N Ramesh

Dean-Training & Placement, Planning

REVA University

Rukmini Knowledge Park,Kattigenahalli, Yelahanka,

Bengaluru 560 064, KARNATAKA,INDIA





Date: July 25, 2017

Ref: LTI/HR/Campus/2018

Name: Swathi Ramakrishna

College: Reva Institute Of Science And Management, Bangalore

OFFER OF EMPLOYMENT

Dear Swathi Ramakrishna,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Associate Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be **Rs.2,48,000/-** as per the details mentioned in '**Annexure-1**'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in '**Annexure-2**'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

4. Background Verification

As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your current / previous employment history (if applicable), educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

5. Service Agreement

You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs.2,00,000.

6. Letter Acceptance

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this 'Offer of Employment' on the **CampBuzz Portal** (<https://campbuzz.lntinfotech.com>) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period, the aforesaid offer automatically stands cancelled.

Post registration on the CampBuzz portal, if you do not join on the date intimated to you, the aforesaid offer will be cancelled at the discretion of LTI.

Your employment will be governed by the rules, regulations and policies of the Company in effect.

The terms and conditions mentioned above are subject to changes at any time at sole discretion of the Company and as per business demands without prior notice.

According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Joji Varghese
Sr. HR Manager

I have read the letter and accept the same.

Signature and Date

ANNEXURE-1

| Name : Swathi Ramakrishna | | Date : July 25, 2017 |
|---|----------------------|-----------------------|
| Salary Grade : AT | | |
| Component | Amount Rs./Per Annum | Amount Rs. /Per Month |
| <u>MONTHLY REMUNERATION</u> | | |
| Basic | | 10,000 |
| House Rent Allowance (H.R.A.) | | 3,000 |
| Conveyance Allowance | | 1,600 |
| Medical Allowance | | 1,250 |
| Adhoc Allowance | | 747 |
| Meal Allowance | | 1,210 |
| Sub- Total (A) | 213,684 | 17,807 |
| <u>DEFERRED BENEFITS</u> | | |
| Provident Fund (P.F.) | | 1200 |
| Gratuity | | 481 |
| Sub- Total (B) | 20,172 | 1,681 |
| Total (A+B) | 233,856 | 19,488 |
| Variable Pay | 10,000 | |
| Mediclaime Premium | 4,140 | |
| Grand Total | 248,000 | |
| <p>Notes:</p> <ul style="list-style-type: none"> - Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules. - H.R.A. will be deducted for accommodation (if any) provided by the Company. - You are covered under the ESIC Act and there will be statutory deductions as per the ESI Policy. - The Company can set off or make appropriate adjustment from Adhoc Allowance towards bonus payable, if any, subsequent to the amendments of payment of Bonus Act. - The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution. - The eligibility for payment of Gratuity is a minimum of five years of service in the Company. - The variable component will be payable after confirmation. Those rated at the lower end of the performance band as per company policy, will not be eligible for the same. - Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time. For all salary components refer to the respective policy documents. <p>Medical Insurance:</p> <p>The Group Mediclaime Policy of Company covers Employee, Spouse & upto 2 dependent children (below 21 yrs of age) for maximum amount of Rs. 100,000/- p.a.</p> | | |

ANNEXURE-2

| LTI-Eligibility Criteria for Non-Engineering Candidates- 2018 Batch | |
|---|---|
| Qualification | BSC,BCA,BCS |
| Branches: | Computer Science/Information Technology/Information science and Electronics |
| Age Criteria: As on 1st July of Passing year (2018) | Less than 23 years |
| Academic Gap: | No Academic gap allowed during/middle of the course for SSC, Diploma/HSC, Graduation |
| Course must complete in: | 3 years |
| SSC, HSC , Diploma (if applicable) Percentages / CGPA: | 55% & Above OR Equivalent CGPA NOTE: SSC /HSC should have cleared in FIRST ATTEMPT only. Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered. For candidates pursuing HSC and Diploma(both),marks scored in the Diploma degree will be taken into consideration. |
| Graduation Percentages/CGPA: | Aggregate of 55% & Above <u>OR</u> Equivalent CGPA Aggregate of all semesters AND all appeared subjects(irrespective of the University rule) |
| Re-attempts/ATKTs /Backlogs/Arrears: (Diploma, Graduation) | Reattempts/Backlogs <u>are allowed</u> . There is no constraint on the count of Reattempts/Backlogs. • No Re-attempts/ATKTs/Backlogs/Arrears allowed in the <u>final semester</u> of any course. |
| Nature of Course: | All Full Time courses Only |
| Year of Passing: | 2018 SUMMER Graduates Only |
| Citizenship: | Resident Indian Citizens Only |
| Your College/Institution MUST be: | UGC / AICTE / State Board Approved ONLY |
| Pre-Employment Verification: | Not been involved in any court proceedings and/or convicted for any offence |
| Pre-Employment Medical Certificate: | Submitting a Medical Certificate of Fitness(in the format prescribed by LTI) at time of joining, which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS |

If any information supplied by you in your application or during the selection process is found to be incorrect and/or false and/or you suppress material information regarding your qualification, experience or medical history, LTI reserves right to revoke this 'Offer of Employment' without any notice.

Date: July 25, 2017

Ref: LTI/HR/Campus/2018

Name: Ullash J

College: Reva Institute Of Science And Management, Bangalore

OFFER OF EMPLOYMENT

Dear Ullash J,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as Associate Trainee.

During the initial training period of 12 months, your CTC including all benefits will be Rs.2,48,000/- as per the details mentioned in 'Annexure-1'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in 'Annexure-2'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

4. Background Verification

As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your current / previous employment history (if applicable), educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

5. Service Agreement

You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs.2,00,000.

6. Letter Acceptance

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this 'Offer of Employment' on the CampBuzz Portal (<https://campbuzz.ltinfoltech.com>) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period, the aforesaid offer automatically stands cancelled.

Post registration on the CampBuzz portal, if you do not join on the date intimated to you, the aforesaid offer will be cancelled at the discretion of LTI.

Your employment will be governed by the rules, regulations and policies of the Company in effect.

The terms and conditions mentioned above are subject to changes at any time at sole discretion of the Company and as per business demands without prior notice.

According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Joji Varghese
Sr. HR Manager

I have read the letter and accept the same.

Signature and Date

ANNEXURE-1

| Name : Ullash J | | Date : July 25, 2017 |
|--|----------------------|-----------------------|
| Salary Grade : AT | | |
| Component | Amount Rs./Per Annum | Amount Rs. /Per Month |
| <u>MONTHLY REMUNERATION</u> | | |
| Basic | | 10,000 |
| House Rent Allowance (H.R.A.) | | 3,000 |
| Conveyance Allowance | | 1,600 |
| Medical Allowance | | 1,250 |
| Adhoc Allowance | | 747 |
| Meal Allowance | | 1,210 |
| Sub- Total (A) | 213,684 | 17,807 |
| <u>DEFERRED BENEFITS</u> | | |
| Provident Fund (P.F.) | | 1200 |
| Gratuity | | 481 |
| Sub- Total (B) | 20,172 | 1,681 |
| Total (A+B) | 233,856 | 19,488 |
| Variable Pay | 10,000 | |
| Mediclaime Premium | 4,140 | |
| Grand Total | 248,000 | |
| <p><u>Notes:</u></p> <ul style="list-style-type: none"> - Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules. - H.R.A. will be deducted for accommodation (if any) provided by the Company. - You are covered under the ESIC Act and there will be statutory deductions as per the ESI Policy. - The Company can set off or make appropriate adjustment from Adhoc Allowance towards bonus payable, if any , subsequent to the amendments of payment of Bonus Act. - The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution. - The eligibility for payment of Gratuity is a minimum of five years of service in the Company. - The variable component will be payable after confirmation. Those rated at the lower end of the performance band as per company policy, will not be eligible for the same. - Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time. For all salary components refer to the respective policy documents. <p><u>Medical Insurance:</u></p> <p>The Group Mediclaime Policy of Company covers Employee, Spouse & upto 2 dependent children (below 21 yrs of age) for maximum amount of Rs. 100,000/- p.a.</p> | | |

ANNEXURE-2

| LTI-Eligibility Criteria for Non-Engineering Candidates- 2018 Batch | |
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| Qualification | BSC,BCA,BCS |
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| Academic Gap: | No Academic gap allowed during/middle of the course for SSC, Diploma/HSC, Graduation |
| Course must complete in: | 3 years |
| SSC, HSC , Diploma (if applicable) Percentages / CGPA: | 55% & Above OR Equivalent CGPA NOTE: SSC /HSC should have cleared in FIRST ATTEMPT only. Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered. For candidates pursuing HSC and Diploma(both),marks scored in the Diploma degree will be taken into consideration. |
| Graduation Percentages/CGPA: | Aggregate of 55% & Above <u>OR</u> Equivalent CGPA |
| | Aggregate of all semesters AND all appeared subjects(irrespective of the University rule) |
| Re-attempts/ATKTs /Backlogs/Arrears: (Diploma, Graduation) | Reattempts/Backlogs <u>are allowed</u> . There is no constraint on the count of Reattempts/Backlogs. |
| | • No Re-attempts/ATKTs/Backlogs/Arrears allowed in the <u>final semester</u> of any course. |
| Nature of Course: | All Full Time courses Only |
| Year of Passing: | 2018 SUMMER Graduates Only |
| Citizenship: | Resident Indian Citizens Only |
| Your College/Institution MUST be: | UGC / AICTE / State Board Approved ONLY |
| Pre-Employment Verification: | Not been involved in any court proceedings and/or convicted for any offence |
| Pre-Employment Medical Certificate: | Submitting a Medical Certificate of Fitness(in the format prescribed by LTI) at time of joining, which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS |

If any information supplied by you in your application or during the selection process is found to be incorrect and/or false and/or you suppress material information regarding your qualification, experience or medical history, LTI reserves right to revoke this 'Offer of Employment' without any notice.

2018

Infosys Limited - BSc & BCA Hiring Final Selects

Padmini Krishna Settikere <Padmini_Settikere@infosys.com>

Tue 09 01 2018 20:13

To: Naveen C <naveen.c@reva.edu.in>

Cc: Pramod_MV <Pramod_MV@infosys.com>

1 attachments (38 KB)

Final list of selected students, 2018 - REVA University.docx

Dear Sir,

Greetings from Infosys!

This is with reference to the pooled recruitment process conducted at Maharani Lakshmi Ammani College for Women on 8th and 9th January for the 2018 batch.

Please find attached the final list of students who have been selected for offer. Kindly convey our wishes to all the selected students.

Look forward for a long and successful relationship with your institute.

Regards,
Padmini Krishna Settikere
Lead – Talent Acquisition

Infosys Limited,
Electronics City, Hosur Road,
Bangalore 560100.
M: +91 7022987897
www.infosys.com

Infosys
be more

Stay Connected    



Final List of Selected Students

CONGRATULATIONS

| | | | |
|-------------------|----------|-----------------------|-----------------|
| Date of Interview | 9-Jan-18 | Name of the Institute | Reva University |
|-------------------|----------|-----------------------|-----------------|

| Sl. No | Univ. Roll No. | Name | Date of Birth | Branch |
|--------|----------------|--------------|---------------|-----------------------|
| 1 | R15CA109 | Rahul Pugal | 8-Mar-95 | Computer Applications |
| 2 | R15CA116 | Riya Mandal | 25-Jul-97 | Computer Applications |
| 3 | R15CA052 | Harshitha R | 2-Aug-97 | Computer Applications |
| 4 | R15CA065 | Ketan Sharma | 19-Feb-97 | Computer Applications |
| 5 | R15CA081 | Manjil Dahal | 2-Mar-99 | Computer Applications |
| 6 | R15CA136 | Sowbhagya S | 20-Aug-97 | Computer Applications |
| 7 | | | | |

Please note that our offer is conditional upon fulfilling the eligibility criteria as specified during the recruitment process. The Organization has the discretion to withdraw the offer at any point in time, in case of falsification of data / candidate's not meeting the criteria.

HR Anchor Name : Padmini Settikere

Date : 9-Jan-18

Designation : Lead - TA

Signature :



2018

Kudos to HGS Selects!!

REVA Placements <placement@reva.edu.in>

Tue 3/27/2018 11:31 AM

To: All <all@reva.edu.in>;all@revainstitution.org <all@revainstitution.org>

Cc: Dr. P Shyamajaju <chancellor@reva.edu.in>;Dr. Kulkarni S Y <vc@reva.edu.in>;Registrar REVA University <registrar@reva.edu.in>;Dr. N Ramesh <dir.planning@reva.edu.in>;Dr. Shubha A <dir.comm@reva.edu.in>;Dr. Beena G <beena@reva.edu.in>;Dr.K S Narayanaswamy <dir.me@reva.edu.in>;Dr.Senthil <dir.csa@reva.edu.in>;Dr.Rajashekar Mandi <dir.eee@reva.edu.in>;P S Venkataramu <director_iqac@reva.edu.in>;Dr.Rajashekar C.Biradar <dir.ece@reva.edu.in>;Dr S S Manvi <dir.cit@reva.edu.in>;Dr.Ramalinga Reddy <dir.ce@reva.edu.in>;Dr. Vishwanath J <principalrims@revainstitution.org>

Respected All,

Greetings of the day from **Placement Team!!**

We are happy to announce the list of selected students for the "**Hinduja Global Solutions**" Campus drive, which we had on **15th March 2018**.

Hinduja Global Solutions : 22 Selects

| Sl No. | Name | Branch |
|--------|------------------------|------------|
| 1 | Rohit.K | B.Com |
| 2 | Chandan Raj R | B.Com |
| 3 | manohar V | B.Com |
| 4 | Pooja Kumari | B.Com |
| 5 | Tejas P | B.Com |
| 6 | Swathi B | B.Com |
| 7 | Pooja Venkatesh Kamath | B.Com |
| 8 | Shalu Katoch | B.Com |
| 9 | Rachana R | B.Com |
| 10 | Lakshmi Singh | B.Com |
| 11 | Jaladurgam Ramya teja | B.Sc |
| 12 | Mariam Fathima | B.Sc |
| 13 | Rangini Rauniyar | BBA |
| 14 | Samip Ranjan Mahapatra | BCA |
| 15 | Rudresha M | BCA |
| 16 | Geetha Aishwarya A B | BCA |
| 17 | Arbin Nida | BCA |
| 18 | [REDACTED] | [REDACTED] |
| 19 | Pooja V | BCA |
| 20 | Divyanshu Kumar | BCA |
| 21 | Rajshekar N | BCA |



Kudos to Concentrix Selects!!

REVA Placements <placement@reva.edu.in>

Fri 12 01 2018 10:20

To: All <all@reva.edu.in>;all@revainstitution.org <all@revainstitution.org>

Cc: Dr. P Shyamaraju <chancellor@reva.edu.in>;Dr. Kulkarni S Y <vc@reva.edu.in>;Registrar REVA University <registrar@reva.edu.in>;Dr. N Ramesh <dir.planning@reva.edu.in>;Dr. Beena G <beena@reva.edu.in>;Dr. Shubha A <dir.comm@reva.edu.in>;P S Venkataramu <director_iqac@reva.edu.in>;Dr.K S Narayanaswamy <dir.me@reva.edu.in>;Dr.Rajashekar Mandi <dir.eee@reva.edu.in>;Dr.Rajashekar C.Biradar <dir.ece@reva.edu.in>;Dr.Ramalinga Reddy <dir.ce@reva.edu.in>;Dr.S S Manvi <dir.cit@reva.edu.in>;Dr.Senthil <dir.csa@reva.edu.in>;Dr. Vishwanath J <principalrims@revainstitution.org>

Respected All,

Greetings of the day from **Placement Team!!**

We are happy to announce the list of selected students for the "**Concentrix**" Campus drive, which we had on **11th January 2018**.

Concentrix : 53 Selects

| Sl No | Names | Branch | University | Sl No | Names | Branch | University |
|-------|----------------------|--------|------------|-------|------------------|------------|------------|
| 1 | Nivedhitha Shaji | B.Com | RU | 28 | Manoj S | BBA | RU |
| 2 | Shalu Katoch | B.Com | RU | 29 | Shalini J | BBA | RU |
| 3 | Lakshmi Sing | B.Com | RU | 30 | Rachel Grace M | BBA | RU |
| 4 | A Varun | B.Com | RU | 31 | Priyanka S | BBA | RU |
| 5 | Krishna Kanth Sarode | B.Com | RU | 32 | Gandluru Almas | BBA | RU |
| 6 | Prince Godson | B.Com | RU | 33 | Sudhindra Mudhol | BBA | RU |
| 7 | Gaganashree R | B.Com | RU | 34 | Nikita Yadav | BCA | RU |
| 8 | Pooja B | B.Com | RU | 35 | Pooja TA | BCA | RU |
| 9 | Shobha YN | B.Com | RU | 36 | Bhavana B | BCA | RU |
| 10 | Swathi G | B.Com | RU | 37 | N Usha | BCA | RU |
| 11 | Ahamed Rajza | B.Com | RU | 38 | Varshitha K | BCA | RU |
| 12 | A Pawan | B.Com | RU | 39 | [REDACTED] | [REDACTED] | RU |
| 13 | Bhanu Priya M | B.Com | RU | 40 | Seema Taj | BCA | BU |
| 14 | Swetha | B.Com | RU | 41 | Ruksar Jaha | BCA | BU |
| 15 | Paromita Das | B.Com | RU | 42 | Sudarshan Y | BCA | RU |
| 16 | Robin Chaudhary | B.Com | RU | 43 | Priya H | BCA | RU |
| 17 | Tahir Hussain Laskar | B.Com | RU | 44 | Mariam Fathima | B.Sc (BT) | BU |



| | | | | | | | |
|----|------------------------|-------|----|----|-------------------|-------|----|
| 18 | Srishti Sharma | B.Com | RU | 45 | Bhavana Tiwari | M.Com | RU |
| 19 | Janhavi S | B.Com | RU | 46 | Kusha N | M.Com | RU |
| 20 | Lakshmisha CR | B.Com | RU | 47 | Sowmya | M.Com | RU |
| 21 | B Kushagra Nandha | B.Com | RU | 48 | Patil Pawan | MBA | RU |
| 22 | Vijay Sharma | B.Com | RU | 49 | Deeksha | MBA | RU |
| 23 | Srijana Priya Yadav | B.Com | RU | 50 | Sanjeev | MBA | RU |
| 24 | Bhanu Priya | B.Com | RU | 51 | Jyothi | M.Sc | RU |
| 25 | S Akash | BBA | RU | 52 | Roja Philip | M.Sc | RU |
| 26 | R Naveen Reddy | BBA | RU | 53 | Joshitha R | MCA | RU |
| 27 | B Girsh | BBA | RU | | | | |

Thank you all for your continuous support.

Thanks & Regards,

Dr. N Ramesh

Dean-Training & Placement, Planning

REVA University

Rukmini Knowledge Park, Kattigenahalli, Yelahanka,
Bengaluru 560 064, KARNATAKA, INDIA

Tel : 91 080 66226622

Mob: 91 9880514718 / **9900272598 (Naveen C)**

Email: placement@reva.edu.in

placement@revainstitution.org

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Re: Participation of MBA students at 'IMTEX Forming 2018' as interns.

Kirankumari Patil <kiran.kumari@reva.edu.in>

Thu 1/25/2018 5:38 PM

To: Manjunath V S <manjunath.vs@reva.edu.in>; Dr. P Shyamaraju <chancellor@reva.edu.in>; Dr. Kulkarni S Y <vc@reva.edu.in>; Registrar REVA University <registrar@reva.edu.in>; Dr. N Ramesh <dir.planning@reva.edu.in>; Dr. Shubha A <dir.comm@reva.edu.in>

Cc: Mgmt Studies Faculty <sms@reva.edu.in>; All <all@reva.edu.in>; all@revainstitution.org <all@revainstitution.org>; REVA University Industry Interaction Center <uiic@reva.edu.in>

Dear Prof. Manjunath and TEAM,

Congratulations to School of Commerce & Management!!

Thanks to Director Madam and her team for perfect coordination with Skill Development Team.

Regards

Dr. Kiran Kumari Patil

Director,

University Industry Interaction Center

REVA University Bengaluru

Email: kirankumari@reva.edu.in

Mobile: 98864 06803

From: Manjunath V S

Sent: 25 January 2018 11:40:18

To: Dr. P Shyamaraju; Dr. Kulkarni S Y; Registrar REVA University; Dr. N Ramesh; Dr. Kirankumari Patil; Dr. Shubha A

Cc: Mgmt Studies Faculty; All; all@revainstitution.org; REVA University Industry Interaction Center

Subject: Participation of MBA students at 'IMTEX Forming 2018' as interns.

Respected all,

We, the Skill Development Center, School of Management Studies, REVA University are very happy to share the information that **17 students of IV Sem MBA have been selected for internship at 'IMTEX FORMING 2018', Bangalore International Exhibition Center (BIEC)**. This is a flagship event of Indian Machine Tool Manufacturers' Association (IMTMA), which is going to be held from 25.01.2018 till 30.01.2018. 'IMTEX FORMING 2018' will have hundreds of organizations participating from more than 12 countries and thousands of visitors across the globe. As a part of internship, our students would jointly work with **Market Insight Consultants (MIC), Mumbai**.

We congratulate the following students for having been selected:

1. Shreesha Dutta;
2. Sharan V Arali;
3. Adiba Shafi;
4. Anurag Kumar Singh;
5. Shwetha S;
6. Vidya Budihal;
7. Sameena;



8. Pooja Shastri;
9. Reshma;
10. [REDACTED]
11. Nehal Kulkarni;
12. Vinay M;
13. Anjali Gaur;
14. Arjun T K
15. Sneha Rajput;
16. V Dilip;
17. Amit Paraddi;

We thank our Honorable Chancellor, Vice Chancellor, Registrar, Dean - Placement & Training, Directors (UIC and School of Management Studies) for their enormous support and motivation. We also thank all our colleagues of REVA University for their encouragement.

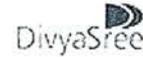
REVA University thank Mr. Pinkesh Choksey, the Chief Operating Officer, MIC Mumbai for the opportunity.

Thank you

Manjunath V S
Team - SDC
School of Management Studies.



Together in spirit with Prime Minister Narendra Modi's vision of a clean India. Swachh Bharat Abhiyan

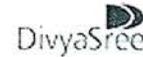


REVA

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Together in spirit with Prime Minister Narendra Modi's vision of a clean India. Swachh Bharat Abhiyan



REVA

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RE: JD for position of Recruitment Executive

HR <hr@venindia.com>

Tue 05 Mar 2018 7:23 PM

To: Naveen C <naveen.c@reva.edu.in>

Dear Naveen,

Thanks for the sending the candidate but only 2 turn up

A [redacted] Sivasreedevika.K.U.

We can consider them but they have to finish there internship and join us earliest by next week.

Please communicate with them and let us know.

Also need few pass out candidate MBA HR or Non MBA kindly check with your database and references.

Regards,
Shreeja Raju

From: Naveen C [mailto:naveen.c@reva.edu.in]
Sent: 05 March, 2018 7:23 PM
To: hr@venindia.com
Cc: sunilkumar@venindia.com
Subject: Re: JD for position of Recruitment Executive

Dear Madam,

Greetings of the day!!

As discussed, the following students are attending interview tomorrow.

| Name | Contact No | Email ID |
|---------------------|------------|----------------------------|
| Shiva Kumar | 7676510765 | Shivapujari706@gmail.com |
| Sivasreedevika.K.U. | 9544387171 | sivasreedevikaku@gmail.com |
| Kemparaju G | 9632306541 | Charan4586@gmail.com |
| Akhil Chandran | 9164417565 | akhilchandran14@yahoo.in |
| Reshma Parvez | 7259610182 | reshmaparvezreza@gmail.com |

Thanking you,

--
Warm regards
Naveen C
Sr. Manager - Training & Placement



Kudos to REVA Selects!!

REVA Placements <placement@reva.edu.in>

Sat 28 04 2018 11:43

To: All <all@reva.edu.in>;all@revainstitution.org <all@revainstitution.org>

Cc: Dr. P Shyamaraju <chancellor@reva.edu.in>;Dr. Kulkarni S Y <vc@reva.edu.in>;Registrar REVA University <registrar@reva.edu.in>;Dr. N Ramesh <dir.planning@reva.edu.in>;Dr.Sunil Kumar S Manvi <ssmanvi@reva.edu.in>;Dr. R C Biradar <rcbiradar@reva.edu.in>;Dr.Rajashekar Mandi <dir.eee@reva.edu.in>;Dr.K S Narayanaswamy <dir.me@reva.edu.in>;Dr.Ramalinga Reddy Y <ramalingareddy@reva.edu.in>;Dr. Shubha A <dir.comm@reva.edu.in>;Dr. Beena G <beena@reva.edu.in>;Dr.Senthil <dir.csa@reva.edu.in>

Respected All,

Greetings of the day from **Placement Team!!**

We are happy to announce the list of selected students for the "KPIT Technologies, RCS Technologies, Engineer Materials,Chumbak Designs Pvt Ltd,SpanIdea,Innovsource, Kotak Mahindra Bank and ICICI Securities(2019 batch), " Campus drive, which we had in the month of April 2018.

KPIT : 03 Selects (ECE)

1. Aishwarya B
2. Manne Naga Himarish
3. Pranaya Y C

RCS Technologies : 04 Selects

1. Arfa Banu (ECE)
2. Umang Yadav (CSE)
3. Rajeev Sharma (CSE)
4. Chiranjeevi B (CSE)

Engineer Materials

1. Llewellyn D'Souza (Mechanical)

Chumbak Designs Pvt Ltd

1. Anjali Gour (MBA)

SpanIdea

[Redacted]

Innovsource

1. Keerthana Nandakumar



Kotak Mahindra Bank

1. Karthik N
2. S. A. Haruddin

ICICI Securities (MBA 2019 Batch)

1. Sachin Kumar M T
2. Kiran Kumar

Thank you all for your continuous support.

Thanks & Regards.

Dr. N Ramesh

Dean-Training & Placement, Planning

REVA University

Rukmini Knowledge Park, Kattigenahalli, Yelahanka,

Bengaluru 560 064, KARNATAKA, INDIA

Tel : 91 080 66226622

Mob: 91 9880514718 / 9900272598 (Naveen C)

Email: placement@reva.edu.in

placement@revainstitution.org

Disclaimer: The information transmitted, including attachments, is intended only for the person(s) or entity to which it is addressed and may contain confidential and/or privileged material. Any review, retransmission, dissemination or other use of, or taking of any action in reliance upon this information by persons or entities other than the intended recipient is prohibited. If you received this in error, please contact the sender and destroy any copies of this information



Kudos to REVA Selects!!

REVA Placements <placement@reva.edu.in>

Sat 28 Oct 2018 11:43

To: All <all@reva.edu.in>;all@revainstitution.org <all@revainstitution.org>

Cc: Dr. Shyamaraju P <chancellor@reva.edu.in>;Dr. M Dhanamjaya <vc@reva.edu.in>;Dr. N Ramesh <registrar@reva.edu.in>;Dr. N Ramesh <dir.planning@reva.edu.in>;Dr. Sunil Kumar S Manvi <ssmanvi@reva.edu.in>;Dr. R C Biradar <rcbiradar@reva.edu.in>;Dr. Raghu C N <dir.eee@reva.edu.in>;Dr. K S Narayana swamy <dir.me@reva.edu.in>;Dr. Ramalinga Reddy Y <ramalingareddy@reva.edu.in>;Dr. Shubha A <dir.comm@reva.edu.in>;Dr. Beena G <beena@reva.edu.in>;Dr. Senthil <dir.csa@reva.edu.in>

Respected All,

Greetings of the day from **Placement Team!!**

We are happy to announce the list of selected students for the "KPIT Technologies, RCS Technologies, Engineer Materials, Chumbak Designs Pvt Ltd, SpanIdea, Innovsource, Kotak Mahindra Bank and ICICI Securities(2019 batch), " Campus drive, which we had in the month of April 2018.

KPIT : 03 Selects (ECE)

1. Aishwarya B
2. Manne Naga Himarish
3. Pranaya Y C

RCS Technologies : 04 Selects

1. Arfa Banu (ECE)
2. Umang Yadav (CSE)
3. Rajeev Sharma (CSE)
4. Chiranjeevi B (CSE)

Engineer Materials

1. Llewellyn D'Souza (Mechanical)

Chumbak Designs Pvt Ltd

[REDACTED]

SpanIdea

1. Amulya Pitliya (MBA)

Innovsource

1. Keerthana Nandakumar

Kotak Mahindra Bank



2017

Naveen C
Sr. Manager - Training & Placement
Mob: +91 9900272598

REVA UNIVERSITY | Rukmini Knowledge Park | Kattigenahalli | Yelahanka | Bengaluru | Karnataka 560064



[Chat with me on Teams!](#)

From: Reshu Arora <Reshu.Arora@exlservice.com>

Sent: 28 December 2017 17:18

To: Naveen C <naveen.c@reva.edu.in>

Cc: Dr. N Ramesh <dir.planning@reva.edu.in>; Sarmistha Mazumder <Sarmistha.Mazumder@exlservice.com>; Raghu Kumar K N <Raghu.Kumar@exlservice.com>; Raju Shyamdhan Sharma <Raju.Sharma@exlservice.com>; Cheeran R. Patrick <Cheeran.Patrick@exlservice.com>; Nisha J V <Nisha.V@exlservice.com>; Nirmal Paramban <Nirmal.Paramban@exlservice.com>; Shilpa G. Netrakar <Shilpa.Netrakar@exlservice.com>

Subject: RE: Internship Requirement - 2018

Hi Naveen,

Thank you for all the support during the whole drive.

Please find below the list of candidates selected, can you ask them to come to EXL premises on Tuesday @ 11AM to complete documentation.

| Sr. No. | Candidate Name | Designation | Status | Date |
|---------|----------------|-------------|---------------|-------------|
| 1 | Netravathi M | Associate | To be offered | 16th Jan 18 |
| 2 | Jayanth Kumar | Associate | To be offered | 16th Jan 18 |
| 3 | Amar B R | Associate | To be offered | 16th Jan 18 |
| 4 | Trupthi G | Associate | To be offered | 16th Jan 18 |
| 5 | Veda S | Associate | To be offered | 16th Jan 18 |
| 6 | Natesh | Associate | To be offered | 16th Jan 18 |
| 7 | Sandhya P | Associate | To be offered | 16th Jan 18 |
| 8 | Nayan | Associate | To be offered | 16th Jan 18 |
| 9 | Naveen Kumar | Associate | To be offered | 16th Jan 18 |
| 10 | Akash N M | Associate | To be offered | 2nd Jan 18 |
| 11 | | | To be offered | 2nd Jan 18 |

Request you to please make sure they carry photo copies of all the below mentioned documents:

1. All educational certificates followed by degree certificates(10th, 12th, Gradation and post-graduation).
2. Aadhar Card and Pan card copy

Thank you
Reshu

From: Naveen C [mailto:naveen.c@reva.edu.in]

Sent: Tuesday, December 26, 2017 9:36 AM

To: Shilpa G. Netrakar <Shilpa.Netrakar@exlservice.com>

Cc: Dr. N Ramesh <dir.planning@reva.edu.in>; Sarmistha Mazumder <Sarmistha.Mazumder@exlservice.com>; Raghu Kumar K N <Raghu.Kumar@exlservice.com>; Raju Shyamdhan Sharma <Raju.Sharma@exlservice.com>; Cheeran R. Patrick <Cheeran.Patrick@exlservice.com>; Nisha J V <Nisha.V@exlservice.com>; Nirmal Paramban



RE: Selected Candidates list for Internship.

Pramod Mohanty <Pramod.Mohanty@idbifederal.com>

Thu 18-01-2018 17:10

To: Naveen C <naveen.c@reva.edu.in>

Cc: Dr. N Ramesh <dir.planning@reva.edu.in>; Vasanthapriyan Ravikumar <Vasanthapriyan.Ravikumar@idbifederal.com>

1 attachments (12 KB)

REVA Interested students list IDBI Federal LI Co Ltd - 5th Dec 2017.xlsx

Dear Mr. Naveen,

I am attaching the sheet of interested candidates who joined in our organization, please issue a NOC for all of them. Mentioning their time period of internship.

Regards,

Pramod

Cluster Manager- POS

M - 9342119343

1st floor, site no-4, shiva sadan, 9th main road, 5th block, jayanagar, Bangalore-560041

From: Naveen C [mailto:naveen.c@reva.edu.in]

Sent: Friday, January 05, 2018 9:37 AM

To: Pramod Mohanty

Cc: Dr. N Ramesh; Vasanthapriyan Ravikumar

Subject: Re: Selected Candidates list for Internship.

Dear Sir,

Good Morning,

Please find the attached copy of interested students list.
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Thanking you.

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Warm regards

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Rukmini Knowledge Park



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| 2 | R15BM071 | Ragini Rauniyar | 9663821620 |
| | | | 8217479757 |
| 4 | 16MB024 | Chetan Kumar V | 8892041821 |
| 5 | R16mb026 | Chinnimayi Shivaprasad | 9845485384 |
| 6 | R16MB029 | Dharmesha G | 8197011201 |
| 7 | R16MB036 | Jayanth Kumar T S | 9591169916 |
| 8 | R16MB045 | Kcerthi Kumar K | 8867256740 |
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| 19 | R16MB187 | Sreelakshmi.P | 8123212174 |
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| 21 | R16MB194 | Aboo Mohammed Aseeb Hassan | 9048559030 |
| 22 | R16MB197 | Harshad B A | 8904444232 |
| 23 | R16MB198 | Harshitha.G | 8095068335 |
| 24 | R16MB201 | Rowdur Sagar Reddy | 9036166637 |
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| 29 | 6NPCMD151 | Thummalapenta Sumanth Kumar | 9949815830 |
| 30 | 6NPCMD152 | Toranala Vishnu Vardhan | 7676724891 |



Short list of candidates

Krishna <krishna@jwings.in>

Thu 07-12-2017 17:50

To: Naveen C <naveen.c@reva.edu.in>

Dear Mr.Naveen,

Greetings of the day !! J wings Bangalore

We are pleased to inform that below mentioned candidate has been selected for Internship.

List of candidates Offered in Campus Placement

Internship Programme 2018

The following candidates have been selected by **J wings company** in the Campus Placements for Internship Programme 2018 held on 6th December, 2017 at Bangalore Reva University

| Sl No | Name |
|-------|----------------------|
| 1 | [REDACTED] |
| 2 | Kandula Manusha |
| 3 | Keerthana Nandakumar |
| 4 | Manaf |
| 5 | Naveen Kumar |
| 6 | Vishnu Vardhan |

We are more looking more students, if students are interest let them apply.

Best regards,
Gopal Krishna.R



Manifest Wealth

J wings

No 960/1, 2nd floor, | DM complex, Babusapalya | Kalyan nagar Post |
Bangalore -560 043 | Opp: V V Convention hall
office: 080-48507952 | Phone: +91-7204234392
e-mail: krishna@jwings.in | web: www.jwings.in



Re: Shortlisted students for internship

Rashmi Nandan <rashmi.nandan@zapprep.in>

Thu 07 12 2017 14:53

To: Naveenc <naveen.c@reeva.edu.in>, Naveen C. <naveenc@revainstitution.org>

Cc: Nikita Sharma (Nikita) <nikita@zapprep.in>

----- On Thu, 07 Dec 2017 11:48:58 +0530 **Rashmi Nandan <rashmi.nandan@zapprep.in>** wrote -----

Hi Naveen Sir

As per interview conducted on campus Shortlisted students for internship are .

1.
2. Rajshekhar
3. Munireddy

Regards
Rashmi Nandan

RE: Selected Candidates list for Internship.

Pramod Mohanty <Pramod.Mohanty@idbifederal.com>

Thu 18-01-2018 17:10

To: Naveen C <naveen.c@reva.edu.in>

Cc: Dr. N Ramesh <dir.planning@reva.edu.in>; Vasanthapriyan Ravikumar <Vasanthapriyan.Ravikumar@idbifederal.com>

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Subject: Re: Selected Candidates list for Internship.

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Good Morning,

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RE: Selected Candidates list for Internship.

Pramod Mohanty <Pramod.Mohanty@idbifederal.com>

Thu 18-01-2018 17:10

To: Naveen C <naveen.c@reva.edu.in>

Cc: Dr. N Ramesh <dir.planning@reva.edu.in>; Vasanthapriyan Ravikumar <Vasanthapriyan.Ravikumar@idbifederal.com>

1 attachments (12 KB)

REVA Interested students list IDBI Federal LI Co Ltd - 5th Dec 2017.xlsx

Dear Mr. Naveen,

I am attaching the sheet of interested candidates who joined in our organization, please issue a NOC for all of them. Mentioning their time period of internship.

Regards,

Pramod

Cluster Manager- POS

M - 9342119343

1st floor, site no-4, shiva sadan, 9th main road, 5th block, jayanagar, Bangalore-560041

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Sent: Friday, January 05, 2018 9:37 AM

To: Pramod Mohanty

Cc: Dr. N Ramesh; Vasanthapriyan Ravikumar

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Thanking you.

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Warm regards

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Sr. Manager - Training & Placement

REVA University

Rukmini Knowledge Park



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Kudos to REVA Selects!!

REVA Placements <placement@reva.edu.in>

Tue 3/6/2018 10:43 AM

To: All <all@reva.edu.in>;all@revainstitution.org <all@revainstitution.org>

Cc: Dr. P Shyammaraju <chancellor@reva.edu.in>;Dr. Kulkarni S Y <vc@reva.edu.in>;Registrar REVA University <registrar@reva.edu.in>;Dr. N Ramesh <dir.planning@reva.edu.in>;Sunil S <sunil.s@reva.edu.in>;Dr. Rajshekhar C. Biradar <raj.biradar@revainstitution.org>;Dr.Rajashekar Mandi <dir.eee@reva.edu.in>;Dr.K S Narayanaswamy <dir.me@reva.edu.in>;Dr.Ramalinga Reddy Y <ramalingareddy@reva.edu.in>;Dr. Shubha A <dir.comm@reva.edu.in>;Dr. Beena G <beena@reva.edu.in>;P S Venkataramu <director_iqac@reva.edu.in>

Respected All,

Greetings of the day from **Placement Team!!**

We are happy to announce the list of selected students for the "**SISA, Engineer Material, Abyeti Technologies & Eureka Forbs**" Campus drive, which we had in the month of **February 2018**.

SISA Information Security :MBA (RU)_(02 Selects)

1. Shweta S Rao
2. [REDACTED]

Engineer Material Inc : Mechanical

1. Llewellyn D'souza

Abyeti Technologies Pvt Ltd : CSE

1. Satyam Singh

Eureka Forbs: (29 Selects)

| SIno | Name | Branch |
|------|-----------------|--------|
| 1 | Megha M | CSE |
| 2 | Vaibhav Agarwal | CSE |
| 3 | Md Nafis Aamir | CSE |
| 4 | Sushma N | CSE |
| 5 | Naga Yeshwanth | CSE |
| 6 | Preethi | CSE |
| 7 | Monisha Priya G | ECE |
| 8 | Priyanka | ECE |
| 9 | Anil R | ECE |
| 10 | Sharana Basava | ECE |
| 11 | Rajashree | ECE |
| 12 | Nihal | ECE |



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Re: Participation of MBA students at 'IMTEX Forming 2018' as interns.

Kirankumari Patil <kiran.kumari@reva.edu.in>

Thu 1/25/2018 5:38 PM

To: Manjunath V S <manjunath.vs@reva.edu.in>; Dr. P Shyamaraju <chancellor@reva.edu.in>; Dr. Kulkarni S Y <vc@reva.edu.in>; Registrar REVA University <registrar@reva.edu.in>; Dr. N Ramesh <dir.planning@reva.edu.in>; Dr. Shubha A <dir.comm@reva.edu.in>

Cc: Mgmt Studies Faculty <sms@reva.edu.in>; All <all@reva.edu.in>; all@revainstitution.org <all@revainstitution.org>; REVA University Industry Interaction Center <uiic@reva.edu.in>

Dear Prof. Manjunath and TEAM,

Congratulations to School of Commerce & Management!!

Thanks to Director Madam and her team for perfect coordination with Skill Development Team.

Regards

Dr. Kiran Kumari Patil

Director,

University Industry Interaction Center

REVA University Bengaluru

Email: kirankumari@reva.edu.in

Mobile: 98864 06803

From: Manjunath V S

Sent: 25 January 2018 11:40:18

To: Dr. P Shyamaraju; Dr. Kulkarni S Y; Registrar REVA University; Dr. N Ramesh; Dr. Kirankumari Patil; Dr. Shubha A

Cc: Mgmt Studies Faculty; All; all@revainstitution.org; REVA University Industry Interaction Center

Subject: Participation of MBA students at 'IMTEX Forming 2018' as interns.

Respected all,

We, the Skill Development Center, School of Management Studies, REVA University are very happy to share the information that **17 students of IV Sem MBA have been selected for internship at 'IMTEX FORMING 2018', Bangalore International Exhibition Center (BIEC)**. This is a flagship event of Indian Machine Tool Manufacturers' Association (IMTMA), which is going to be held from 25.01.2018 till 30.01.2018. 'IMTEX FORMING 2018' will have hundreds of organizations participating from more than 12 countries and thousands of visitors across the globe. As a part of internship, our students would jointly work with **Market Insight Consultants (MIC), Mumbai**.

We congratulate the following students for having been selected:

1. Shreesha Dutta;
2. Sharan V Arali;
3. Adiba Shafi;
4. Anurag Kumar Singh;
5. Shwetha S;
6. Vidya Budihal;
7. Sameena;



8. Pooja Shastri;
9. Reshma;
10. Abhishek K V
11. N [REDACTED];
12. Vinay M;
13. Anjali Gaur;
14. Arjun T K
15. Sneha Rajput;
16. V Dilip;
17. Amit Paraddi;

We thank our Honorable Chancellor, Vice Chancellor, Registrar, Dean - Placement & Training, Directors (UIC and School of Management Studies) for their enormous support and motivation. We also thank all our colleagues of REVA University for their encouragement.

REVA University thank Mr. Pinkesh Choksey, the Chief Operating Officer, MIC Mumbai for the opportunity.

Thank you

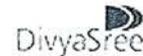
Manjunath V S

Team - SDC

School of Management Studies.



Together in spirit with Prime Minister Narendra Modi's vision of a clean India. Swachh Bharat Abhiyan

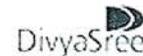


REVA

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Together in spirit with Prime Minister Narendra Modi's vision of a clean India. Swachh Bharat Abhiyan



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Re: Shortlisted students for internship

Rashmi Nandan <rashmi.nandan@zapprep.in>

Thu 07 Dec 2017 14:53

To: Naveenc <naveen.c@reeva.edu.in>, Naveen C. <naveenc@revainstitution.org>

Cc: Nikita Sharma (Nikita) <nikita@zapprep.in>

----- On Thu, 07 Dec 2017 11:48:58 +0530 **Rashmi Nandan <rashmi.nandan@zapprep.in>** wrote -----

Hi Naveen Sir

As per interview conducted on campus Shortlisted students for internship are .

1. Chandan Kumar
2.
3. Munireddy

Regards
Rashmi Nandan

Shortlisted candidate | UK TAX-IES

Shah, Hardik <hardikshah6@kpmg.com>

Wed 23 May 2018 08:59

To: Naveen C <naveen.c@reva.edu.in>

Cc: Dr. N Ramesh <dir.planning@reva.edu.in>; Venkatesh, Lakshmi <lakshmivenkatesh1@kpmg.com>

1 attachments (55 KB)

Hi Naveen,

PFA the shortlisted candidate on Pool campus held this week.

Please inform them accordingly.

I will share them the BGV Documents mailer. Ask them to send it latest by tomorrow in one zip file.

Hardik Shah

Human Resources | KPMG Global Services ("KGS")

Bangalore

Office: 8061327668

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"KPMG", refers to the platform of Indian delivery entities, which consist of KPMG Global Services Private Limited ("KGSPL"), KPMG Global Services Management Private Limited ("KGSMPPL"), KPMG Global Delivery Centre Private Limited ("KGCPL") and KPMG Resource Centre Private Limited ("KRCPL"). Each platform entity is duly constituted under applicable Indian law.



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Cc: Dr. N Ramesh <dir.planning@reva.edu.in>; Vasanthapriyan Ravikumar <Vasanthapriyan.Ravikumar@idbifederal.com>

1 attachments (12 KB)

REVA Interested students list IDBI Federal LI.Co Ltd - 5th Dec 2017.xlsx

Dear Mr. Naveen,

I am attaching the sheet of interested candidates who joined in our organization, please issue a NOC for all of them. Mentioning their time period of internship.

Regards,

Pramod

Cluster Manager- POS

M - 9342119343

1st floor,site no-4,shiva sadan,9th main road,5th block,jayanagar,Bangalore-560041

From: Naveen C [mailto:naveen.c@reva.edu.in]

Sent: Friday, January 05, 2018 9:37 AM

To: Pramod Mohanty

Cc: Dr. N Ramesh; Vasanthapriyan Ravikumar

Subject: Re: Selected Candidates list for Internship.

Dear Sir,

Good Morning,

Please find the attached copy of interested students list.
sorry for delayed.

Thanking you.

--

Warm regards

Naveen C

Sr. Manager - Training & Placement

REVA University

Rukmini Knowledge Park



IDBI Federal LI Co Ltd

| Sl.no | SRN | Name | Mobile No |
|-------|-----------|-----------------------------|------------|
| 1 | R15BM031 | Anshu Karna | 9663805887 |
| 2 | R15BM071 | Ragini Rauniyar | 9663821620 |
| 3 | R16mb018 | Basavaraj | 8217479757 |
| 4 | R16MB024 | Chetan Kumar V | 8892041821 |
| 5 | R16mb026 | Chinnimayi Shivaprasad | 9845485384 |
| 6 | R16MB029 | Dharmesha G | 8197011201 |
| 7 | R16MB036 | Jayanth Kumar T S | 9591169916 |
| 8 | R16MB045 | Kcerthi Kumar K | 8867256740 |
| 9 | R16MB059 | Manjunath A Basetti | 7899032958 |
| 10 | | | 8095369953 |
| 11 | R16MB099 | Shabeer P | 9972532477 |
| 12 | R16MB108 | Mahesh Kumar H | 9591447298 |
| 13 | R16MB117 | Santhosh Babu B | 7892845800 |
| 14 | R16MB136 | S.Vanitha | 9597791001 |
| 15 | R16MB142 | Vinayaka Ramachandra Naik | 7829836621 |
| 16 | R16MB143 | Vishakh. A | 7736375523 |
| 17 | R16MB153 | Subba Rami Reddy | 9611303579 |
| 18 | R16MB163 | Kemparaju G | 9632306541 |
| 19 | R16MB187 | Sreelakshmi.P | 8123212174 |
| 20 | R16MB188 | Sunilkumar | 9886573243 |
| 21 | R16MB194 | Aboo Mohammed Aseeb Hassan | 9048559030 |
| 22 | R16MB197 | Harshad B A | 8904444232 |
| 23 | R16MB198 | Harshitha.G | 8095068335 |
| 24 | R16MB201 | Rowdur Sagar Reddy | 9036166637 |
| 25 | 6NPCMD028 | Chidamber Kulkarni | 9611522400 |
| 26 | 6NPCMD122 | Shamanthamani | 9972897614 |
| 27 | 6NPCMD149 | Syed Mohamed Ghouse | 9591379986 |
| 28 | 6NPCMD150 | Talisha Hussain | 9945756840 |
| 29 | 6NPCMD151 | Thummalapenta Sumanth Kumar | 9949815830 |
| 30 | 6NPCMD152 | Toranala Vishnu Vardhan | 7676724891 |



2017

Naveen C
Sr. Manager - Training & Placement
Mob: +91 9900272598

REVA UNIVERSITY | Rukmini Knowledge Park | Kattigenahalli | Yelahanka | Bengaluru | Karnataka 560064



[Chat with me on Teams!](#)

From: Reshu Arora <Reshu.Arora@exlservice.com>

Sent: 28 December 2017 17:18

To: Naveen C <naveen.c@reva.edu.in>

Cc: Dr. N Ramesh <dir.planning@reva.edu.in>; Sarmistha Mazumder <Sarmistha.Mazumder@exlservice.com>; Raghu Kumar K N <Raghu.Kumar@exlservice.com>; Raju Shyamdhan Sharma <Raju.Sharma@exlservice.com>; Cheeran R. Patrick <Cheeran.Patrick@exlservice.com>; Nisha J V <Nisha.V@exlservice.com>; Nirmal Paramban <Nirmal.Paramban@exlservice.com>; Shilpa G. Netrakar <Shilpa.Netrakar@exlservice.com>

Subject: RE: Internship Requirement - 2018

Hi Naveen,

Thank you for all the support during the whole drive.

Please find below the list of candidates selected, can you ask them to come to EXL premises on Tuesday @ 11AM to complete documentation.

| Sr. No | Candidate Name | Designation | Status | Date |
|--------|----------------|-------------|---------------|-------------|
| 1 | Netravathi M | Associate | To be offered | 16th Jan 18 |
| 2 | Jayanth Kumar | Associate | To be offered | 16th Jan 18 |
| 3 | Amar B R | Associate | To be offered | 16th Jan 18 |
| 4 | Trupthi G | Associate | To be offered | 16th Jan 18 |
| 5 | Veda S | Associate | To be offered | 16th Jan 18 |
| 6 | | | To be offered | 16th Jan 18 |
| 7 | Sandhya P | Associate | To be offered | 16th Jan 18 |
| 8 | Nayan | Associate | To be offered | 16th Jan 18 |
| 9 | Naveen Kumar | Associate | To be offered | 16th Jan 18 |
| 10 | Akash N M | Associate | To be offered | 2nd Jan 18 |
| 11 | Dharshan B | Associate | To be offered | 2nd Jan 18 |

Request you to please make sure they carry photo copies of all the below mentioned documents:

1. All educational certificates followed by degree certificates(10th, 12th, Gradation and post-graduation).
2. Aadhar Card and Pan card copy

Thank you
Reshu

From: Naveen C [mailto:naveen.c@reva.edu.in]

Sent: Tuesday, December 26, 2017 9:36 AM

To: Shilpa G. Netrakar <Shilpa.Netrakar@exlservice.com>

Cc: Dr. N Ramesh <dir.planning@reva.edu.in>; Sarmistha Mazumder <Sarmistha.Mazumder@exlservice.com>; Raghu Kumar K N <Raghu.Kumar@exlservice.com>; Raju Shyamdhan Sharma <Raju.Sharma@exlservice.com>; Cheeran R. Patrick <Cheeran.Patrick@exlservice.com>; Nisha J V <Nisha.V@exlservice.com>; Nirmal Paramban



2017

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| 6 | Natesh | Associate | To be offered | 16th Jan 18 |
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2017

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RE: Greetings!! Invitation to Visit REVA FY'2018 Campus Recruitment Drive

Smitha Tadapatri <smithat@sunrisebiztechsys.com>

Wed 07 03 2018 15:17

To: Naveen C <naveen.c@reva.edu.in>

Cc: Dr. N Ramesh <dir.planning@reva.edu.in>; Venku Koduru <venku@sunrisesys.com>

1 attachments (10 KB)

Reva Selected students list-06Mar2018.xlsx

Hi Naveen,

A total of **17** have been SELECTED during Reva campus drive held on 26th Feb 2018.
I have attached the file hereto.

NOTE:

- Selected students will be notified on the upcoming online assignment to be managed by Sunrise. Offer will be extended to selected students who will successfully complete the online assignment. We shall notify further details on the assignment to all students/placement team shortly
- You need to ensure, you are not allowing the selected students to attend any other placement drive @ the Reva campus.

Any clarification you may need, please let me know.

Regards

Smitha T | Manager-HR |
Sunrise Biztech Systems Pvt Ltd.,
6th Floor, H-2, | Manyata Embassy Business Park |
Outer Ring Road, Nagawara | Bangalore 560 045.

From: Naveen C [mailto:naveen.c@reva.edu.in]

Sent: 02 March 2018 10:42

To: Venku Koduru <venku@sunrisesys.com>; Smitha Tadapatri <smithat@sunrisebiztechsys.com>

Cc: Dr. N Ramesh <dir.planning@reva.edu.in>

Subject: Re: Greetings!! Invitation to Visit REVA FY'2018 Campus Recruitment Drive

Dear Madam/Sir,

Good Morning,

Please share the selected students list.

Thanking you.

--
Warm regards
Naveen C



Sunrise Biztech Solutions

| Sl no | Full Name | Education Institution | Phone number | SRN |
|-------|-------------------------|----------------------------|--------------|------------|
| 1 | Pratiksha Dayal | REVA University, Bangalore | 7337811761 | R14EC124 |
| 2 | Deepthi atluru | REVA University, Bangalore | 9989488813 | R14ec021 |
| 3 | Aishwarya B | REVA University, Bangalore | 8105932764 | R14EC002 |
| 4 | Molugu Surya Virat | REVA University, Bangalore | 7022836894 | R14EC100 |
| 5 | Geetha D V | REVA University, Bangalore | 8971671666 | 1re14is029 |
| 6 | SADUM LAKSHMI VENKATESH | REVA University, Bangalore | 9900761996 | R14EC194 |
| 7 | Shiwangi | REVA University, Bangalore | 8971817526 | 1re14ec124 |
| 8 | Anugat Archit | REVA University, Bangalore | 8861517653 | R14EC014 |
| 9 | Anushree B | REVA University, Bangalore | 8861230842 | R14EC015 |
| 10 | Pritesh pauskar | REVA University, Bangalore | 9823427347 | |
| 11 | Preethi | REVA University, Bangalore | 7829669140 | Null |
| 12 | | REVA University, Bangalore | 9742673719 | R16MB070 |
| 13 | Debasish Biswas | REVA University, Bangalore | 9731272561 | R14EC041 |
| 14 | Syeda tasmiy sultana | REVA University, Bangalore | 9591506061 | 1re14is090 |
| 15 | Rachana.A | REVA University, Bangalore | 8884644783 | 15nps85052 |
| 16 | sowjanya surapuraju | REVA University, Bangalore | 7411220330 | R16MBT17 |
| 17 | Priyanka Pradhan | REVA University, Bangalore | 8546861420 | 15nps85051 |



RE: Greetings!! Invitation to Visit REVA FY'2018 Campus Recruitment Drive

Smitha Tadapatri <smithat@sunrisebiztechsys.com>

Wed 07 03 2018 15:17

To: Naveen C <naveen.c@reva.edu.in>

Cc: Dr. N Ramesh <dir.planning@reva.edu.in>; Venku Koduru <venku@sunrisesys.com>

1 attachments (10 KB)

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Sunrise Biztech Systems Pvt Ltd.,
6th Floor, H-2, | Manyata Embassy Business Park |
Outer Ring Road, Nagawara | Bangalore 560 045.

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Cc: Dr. N Ramesh <dir.planning@reva.edu.in>

Subject: Re: Greetings!! Invitation to Visit REVA FY'2018 Campus Recruitment Drive

Dear Madam/Sir,

Good Morning,

Please share the selected students list.

Thanking you.

--
Warm regards
Naveen C



Sunrise Biztech Solutions

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| 16 | sowjanya surapuraju | REVA University, Bangalore | 7411220330 | R16MBT17 |
| 17 | Priyanka Pradhan | REVA University, Bangalore | 8546861420 | 15nps85051 |



2017

Naveen C
Sr. Manager - Training & Placement
Mob: +91 9900272598

REVA UNIVERSITY | Rukmini Knowledge Park | Kattigenahalli | Yelahanka | Bengaluru | Karnataka 560064



[Chat with me on Teams!](#)

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Subject: RE: Internship Requirement - 2018

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Re: Participation of MBA students at 'IMTEX Forming 2018' as interns.

Kirankumari Patil <kiran.kumari@reva.edu.in>

Thu 1/25/2018 5:38 PM

To: Manjunath V S <manjunath.vs@reva.edu.in>; Dr. P Shyamaraju <chancellor@reva.edu.in>; Dr. Kulkarni S Y <vc@reva.edu.in>; Registrar REVA University <registrar@reva.edu.in>; Dr. N Ramesh <dir.planning@reva.edu.in>; Dr. Shubha A <dir.comm@reva.edu.in>

Cc: Mgmt Studies Faculty <sms@reva.edu.in>; All <all@reva.edu.in>; all@revainstitution.org <all@revainstitution.org>; REVA University Industry Interaction Center <uic@reva.edu.in>

Dear Prof. Manjunath and TEAM,

Congratulations to School of Commerce & Management!!

Thanks to Director Madam and her team for perfect coordination with Skill Development Team.

Regards

Dr. Kiran Kumari Patil

Director,

University Industry Interaction Center

REVA University Bengaluru

Email: kirankumari@reva.edu.in

Mobile: 98864 06803

From: Manjunath V S

Sent: 25 January 2018 11:40:18

To: Dr. P Shyamaraju; Dr. Kulkarni S Y; Registrar REVA University; Dr. N Ramesh; Dr. Kirankumari Patil; Dr. Shubha A

Cc: Mgmt Studies Faculty; All; all@revainstitution.org; REVA University Industry Interaction Center

Subject: Participation of MBA students at 'IMTEX Forming 2018' as interns.

Respected all,

We, the Skill Development Center, School of Management Studies, REVA University are very happy to share the information that **17 students of IV Sem MBA have been selected for internship at 'IMTEX FORMING 2018', Bangalore International Exhibition Center (BIEC)**. This is a flagship event of Indian Machine Tool Manufacturers' Association (IMTMA), which is going to be held from 25.01.2018 till 30.01.2018. 'IMTEX FORMING 2018' will have hundreds of organizations participating from more than 12 countries and thousands of visitors across the globe. As a part of internship, our students would jointly work with **Market Insight Consultants (MIC), Mumbai**.

We congratulate the following students for having been selected:

1. Shreesha Dutta;
2. Sharan V Arali;
3. Adiba Shafi;
4. Anurag Kumar Singh;
5. Shwetha S;
6. Vidya Budihal;
7. Sameena;



8. [REDACTED]
9. Reshma;
10. Abhishek K V
11. Nehal Kulkarni;
12. Vinay M;
13. Anjali Gaur;
14. Arjun T K
15. Sneha Rajput;
16. V Dilip;
17. Amit Paraddi;

We thank our Honorable Chancellor, Vice Chancellor, Registrar, Dean - Placement & Training, Directors (UIC and School of Management Studies) for their enormous support and motivation. We also thank all our colleagues of REVA University for their encouragement.

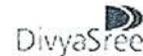
REVA University thank Mr. Pinkesh Choksey, the Chief Operating Officer, MIC Mumbai for the opportunity.

Thank you

Manjunath V S
Team - SDC
School of Management Studies.



Together in spirit with Prime Minister Narendra Modi's vision of a clean India. Swachh Bharat Abhiyan

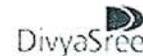


REVA

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Together in spirit with Prime Minister Narendra Modi's vision of a clean India. Swachh Bharat Abhiyan



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Kudos to MBA Selects!!!

REVA Placements <placement@reva.edu.in>

On 1/5/2018 10:46 AM

To: All <all@reva.edu.in>;all@revainstitution.org <all@revainstitution.org>

Cc: Dr. P Shyamaraju <chancellor@reva.edu.in>;Dr. Kulkarni S Y <vc@reva.edu.in>;Registrar REVA University <registrar@reva.edu.in>;Dr. N Ramesh <dir.planning@reva.edu.in>;Dr. Beena G <beena@reva.edu.in>;Dr. Shubha A <dir.comm@reva.edu.in>;Dr.K S Narayanaswamy <dir.me@reva.edu.in>;P S Venkataramu <director_iqac@reva.edu.in>;Dr.Rajashekar Mandi <dir.eee@reva.edu.in>;Dr.Rajashekar C.Biradar <dir.ece@reva.edu.in>;Dr.Ramalinga Reddy <dir.ce@reva.edu.in>;Dr. Mallikarjun Kodabagi <dir.cit@reva.edu.in>

Respected All,

Greetings of the day from **Placement Team!!**

We are happy to announce the list of selected students for the "**ICICI Securities**" Campus drive, which we had on **3rd January 2018**.

ICICI Securities : 5 Selects

Shruthi P
Thalisha Hussain
Venkatesh Dubey
Syed Mohammed Ghouse



Thank you all for your continuous support.

Thanks & Regards,

Dr. N Ramesh

Dean-Training & Placement, Planning
REVA University
Rukmini Knowledge Park,Kattigenahalli, Yelahanka,
Bengaluru 560 064, KARNATAKA,INDIA
Tel : 91 080 66226622
Mob: 91 9880514718 / **9900272598 (Naveen C)**
Email: placement@reva.edu.in
placement@revainstitution.org



Date: February 16th, 2018

Offer Letter- Intern-Sales & Marketing

Mr. Ranjith,

Welcome to **Go Green EOT (Energy of Things) PVT. LTD.**

We are pleased to offer you in the position of “**Intern- Sales & Marketing**” with **Go Green EOT (Energy of Things) Private Limited.**

We look forward to having you as part of our team. We would like to foresee your potential skills as a valuable contribution to our company and clients. Your appointment as **Intern-Sales & Marketing** will commence on **February 20th,2018 at 09.00 AM.**

During your internship, you will be getting training on company/company products, about the industry on your field/specific area as per the company requirement. During your internship period, you will be entitled to a monthly stipend of **INR 12,000/- (INR Twelve Thousand Only) (INR 7,000/- fixed monthly stipend + INR 5,000/- sales incentives)** which indicate your take home every month. Regular performance review will be conducted to assess your performance and suitability. We would like to offer you a full-time job opportunity after completion of successful internship with the company. The Cost to Company (CTC) as a full-time employee, would be discussed during your internship as per your contribution to the company and would be best in the industry. Apart from fixed salary, you will be getting incentives on each dealer conversion and vehicle sales on a monthly basis. You will be entitled to all allowances and benefits whatsoever decided by the management.

General terms,

1. Do not forget to carry your original documents on first day of joining for verification.
2. You need to carry your laptop.

You shall receive your stipend before 10th of every month. Leave and other company policies are available and would be briefed on the day of joining.

Your reverting to this mail/signing this appointment letter confirms your acceptance of the terms and conditions and that you would be joining the company on the given date.

We are looking forward to working with you.

Authorized signatory,

Signed By

Go GreenEoT (Energy of Things) PVT. LTD.
Dhivik A (CEO, Founder)

Name:

2018 batch
Kotak

FW: Salary Fitment

muraliganesh.k@kotak.com <muraliganesh.k@kotak.com>

Thu 12-04-2018 16:36

To: Naveen C <naveen.c@reva.edu.in>

Cc: Komalshree.Dhani@kotak.com <Komalshree.Dhani@kotak.com>

Hi Naveen

Plz speak with this candidate as discussed and confirm CTC offered is in par with other joiners too from your campus. They have to join us in a week's time.

Thanks & Regards,

Murali Ganesh | Human Resources- Talent Acquisition

Kotak Mahindra Bank Ltd.

No.22, MG Road,

Bangalore - 560001

Mobile: (0)7625014322

Direct: 080 25005000 (Extn : 2039)



Making a difference is humanly possible. Think before you print.

From: Azharuddin Sayed [mailto:azharuddinsayed56@gmail.com]

Sent: 12 April 2018 15:26

To: Human Resources

Cc: Muraliganesh K (Corporate, KMBL); Komalshree Dhani (Ext, Support Division, KMBL)

Subject: Re: Salary Fitment

Respected sir/mam,

Initially I am thankful, I am privilege of having an opportunity to convey my expectation from my side, I expecting an CTC of 3.5 lakh

please oblige

Regards

S.Azharuddin

On 11-Apr-2018, at 10:30 AM, Human Resources <HRMS_CLOUD@cloud.com> wrote:



As discussed, we are pleased to share below mentioned fitment with you for opportunity with us

| | |
|-------|------------------------|
| Name | AZHARUDDIN S |
| Level | M1 - Assistant Manager |



Location Bangalore
with effect from April 16, 2018

| Components | P.M. | P.A. |
|--------------------------------|--------------|---------------|
| Basic Salary | 9167 | 110000 |
| House Rent Allowance | 4583 | 55000 |
| Professional Allowance | 3376 | 40509 |
| Conveyance Allowance | 1600 | 19200 |
| Medical Reimbursement | 1250 | 15000 |
| Leave Travel Allowance | 0 | 0 |
| Bonus | 1400 | 16800 |
| Gratuity | | 5291 |
| Contribution to Provident Fund | | 13200 |
| Gross Amount | 21376 | 275000 |

- Medclaim benefit as per applicable policy.
- Life Insurance benefit as per applicable policy.
- Company contribution towards PF is 12% and 4.81% for gratuity which is a part of your total fixed CTC.

Please note that this email is intended for your understanding of the salary components only and should not be construed as a formal offer of employment. We shall issue a formal appointment letter once you give an email acceptance of the above to us.

<this_message_in_html.html>

DISCLAIMER:

This communication is confidential and privileged and is directed to and for the use of the addressee only. The recipient if not the addressee should not use this message if erroneously received, and access and use of this e-mail in any manner by anyone other than the addressee is unauthorized. If you are not the intended recipient, please notify the sender by return email and immediately destroy all copies of this message and any attachments and delete it from your computer system permanently. The recipient acknowledges that Kotak Mahindra Bank Limited may be unable to exercise control or ensure or guarantee the integrity of the text of the email message and the text is not warranted as to completeness and accuracy. Before opening and accessing the attachment, if any, please check and scan for virus.



Kudos to REVA Selects!!

REVA Placements <placement@reva.edu.in>

Tue 1/23/2018 1:57 PM

To: All <all@reva.edu.in>;all <all@revainstitution.org>

Cc: Dr. P Shyamaraju <chancellor@reva.edu.in>;Dr. Kulkarni S Y <vc@reva.edu.in>;Registrar REVA University <registrar@reva.edu.in>;Dr. N Ramesh <dir.planning@reva.edu.in>;Dr.Rajashekar C.Biradar <dir.ece@reva.edu.in>;Dr Rajashekar Mandi <dir.eee@reva.edu.in>;Dr.S S Manvi <dir.cit@reva.edu.in>;Dr.Y Ramalinga Reddy <ramalingareddy@reva.edu.in>;Dr.K S Narayanaswamy <dir.me@reva.edu.in>;Dr. Beena G <beena@reva.edu.in>;Dr. Shubha A <dir.comm@reva.edu.in>;P S Venkataramu <director_iqac@reva.edu.in>

Respected All,

Greetings of the day from Placement Team!!

We are happy to announce the list of selected students for the "Gridlle Technologies" Campus drive, which we had on 22nd January 2018.

Gridlle Technologies : 29 Selects

| Sl No | SRN/USN | Name | Branch |
|-------|------------|------------------------|------------|
| 1 | R14CV019 | Anusha R | Civil |
| 2 | R14CV099 | Monisha Havilah Rm | Civil |
| 3 | Ire13CS082 | Manas S Kanth | CSE |
| 4 | IRe13CS090 | Mohammed Zain | CSE |
| 5 | IRe14CS015 | Arpita R | CSE |
| 6 | R14CS072 | Jyothsna Crystal A | CSE |
| 7 | R14CS086 | Kumari Neha | CSE |
| 8 | R14CS190 | Shweta Kumari | CSE |
| 9 | R14CS193 | Sona Singh | CSE |
| 10 | R14CS250 | Utkarsh Nayan Satsangi | CSE |
| 11 | Ire14EC007 | Aishwarya Rao M.A | ECE |
| 12 | Ire14EC064 | Madhumita R N | ECE |
| 13 | R14EC025 | Bhavana Patgar | ECE |
| 14 | R14EC120 | Pavan Kumar | ECE |
| 15 | r14EC176 | Sushruth | ECE |
| 16 | R14EC247 | Prem Kumar | ECE |
| 17 | IRe13EE020 | Deavalin David D'Souza | EEE |
| 18 | Ire14EE023 | Khushboo Kumari | EEE |
| 19 | Ire14IS076 | Shivani | ISE |
| 20 | Ire14IS082 | Shubham | ISE |
| 21 | I6NPCMD154 | Vikram S Kulkarni | MBA |
| | | | |
| 23 | R16MB149 | Adiba Shafi S | MBA |
| 24 | Ire14ME028 | Mukund Singh | Mechanical |



| | | | |
|----|----------|---------------------|------------|
| 25 | R14ME094 | Omkar Murthy N | Mechanical |
| 26 | R14ME107 | Mohammed Ibrahim | Mechanical |
| 27 | R14ME133 | Praamoth Nithin K T | Mechanical |
| 28 | R14ME137 | Prem Chand Pavani | Mechanical |
| 29 | R14ME091 | Madhu S Puranik | Mechanical |

Thank you all for your continuous support.

Thanks & Regards,

Dr. N Ramesh

Dean-Training & Placement, Planning

REVA University

Rukmini Knowledge Park, Kattigenahalli, Yelahanka,

Bengaluru 560 064, KARNATAKA, INDIA

Tel : 91 080 66226622

Mob: 91 9880514718 / **9900272598 (Naveen C)**

Email: placement@reva.edu.in

placement@revainstitution.org

COMPETITIVE FOR A SWAPLING INDIA



Together in spirit with Prime Minister Narendra Modi's
vision of a clean India. Swachh Bharat Abhiyan

DivyaSree



REVA

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2017

Naveen C
Sr. Manager - Training & Placement
Mob: +91 9900272598

REVA UNIVERSITY | Rukmini Knowledge Park | Kattigenahalli | Yelahanka | Bengaluru | Karnataka 560 064



[Chat with me on Teams!](#)

From: Reshu Arora <Reshu.Arora@exlservice.com>

Sent: 28 December 2017 17:18

To: Naveen C <naveen.c@reva.edu.in>

Cc: Dr. N Ramesh <dir.planning@reva.edu.in>; Sarmistha Mazumder <Sarmistha.Mazumder@exlservice.com>; Raghu Kumar K N <Raghu.Kumar@exlservice.com>; Raju Shyamdhan Sharma <Raju.Sharma@exlservice.com>; Cheeran R. Patrick <Cheeran.Patrick@exlservice.com>; Nisha J V <Nisha.V@exlservice.com>; Nirmal Paramban <Nirmal.Paramban@exlservice.com>; Shilpa G. Netrakar <Shilpa.Netrakar@exlservice.com>

Subject: RE: Internship Requirement - 2018

Hi Naveen,

Thank you for all the support during the whole drive.

Please find below the list of candidates selected, can you ask them to come to EXL premises on Tuesday @ 11AM to complete documentation.

| S. No | Candidate Name | Designation | Status | Date |
|-------|----------------|-------------|---------------|-------------|
| 1 | Netravathi M | Associate | To be offered | 16th Jan 18 |
| 2 | Jayanth Kumar | Associate | To be offered | 16th Jan 18 |
| 3 | Amar B R | Associate | To be offered | 16th Jan 18 |
| 4 | Trupthi G | Associate | To be offered | 16th Jan 18 |
| 5 | Veda S | Associate | To be offered | 16th Jan 18 |
| 6 | Natesh | Associate | To be offered | 16th Jan 18 |
| 7 | | | To be offered | 16th Jan 18 |
| 8 | Nayan | Associate | To be offered | 16th Jan 18 |
| 9 | Naveen Kumar | Associate | To be offered | 16th Jan 18 |
| 10 | Akash N M | Associate | To be offered | 2nd Jan 18 |
| 11 | Dharshan B | Associate | To be offered | 2nd Jan 18 |

Request you to please make sure they carry photo copies of all the below mentioned documents:

1. All educational certificates followed by degree certificates(10th, 12th, Gradation and post-graduation).
2. Aadhar Card and Pan card copy

Thank you
Reshu

From: Naveen C [mailto:naveen.c@reva.edu.in]

Sent: Tuesday, December 26, 2017 9:36 AM

To: Shilpa G. Netrakar <Shilpa.Netrakar@exlservice.com>

Cc: Dr. N Ramesh <dir.planning@reva.edu.in>; Sarmistha Mazumder <Sarmistha.Mazumder@exlservice.com>; Raghu Kumar K N <Raghu.Kumar@exlservice.com>; Raju Shyamdhan Sharma <Raju.Sharma@exlservice.com>; Cheeran R. Patrick <Cheeran.Patrick@exlservice.com>; Nisha J V <Nisha.V@exlservice.com>; Nirmal Paramban



Kudos to Concentrix Selects!!

REVA Placements <placement@reva.edu.in>

Thu 12 01 2018 10:20

To: All <all@reva.edu.in>;all@revainstitution.org <all@revainstitution.org>

Cc: Dr. P Shyamaraju <chancellor@reva.edu.in>;Dr. Kulkarni S Y <vc@reva.edu.in>;Registrar REVA University <registrar@reva.edu.in>;Dr. N Ramesh <dir.planning@reva.edu.in>;Dr. Beena G <beena@reva.edu.in>;Dr. Shubha A <dir.comm@reva.edu.in>;P S Venkataramu <director_iqac@reva.edu.in>;Dr.K S Narayanaswamy <dir.me@reva.edu.in>;Dr.Rajashekar Mandi <dir.eee@reva.edu.in>;Dr.Rajashekar C.Biradar <dir.ece@reva.edu.in>;Dr.Ramalinga Reddy <dir.ce@reva.edu.in>;Dr.S S Manvi <dir.cit@reva.edu.in>;Dr.Senthil <dir.csa@reva.edu.in>;Dr. Vishwanath J <principalrims@revainstitution.org>

Respected All,

Greetings of the day from **Placement Team!!**

We are happy to announce the list of selected students for the "**Concentrix**" Campus drive, which we had on **11th January 2018**.

Concentrix : 53 Selects

| Sl No | Names | Branch | University | Sl No | Names | Branch | University |
|-------|----------------------|--------|------------|-------|------------------|-----------|------------|
| 1 | Nivedhitha Shaji | B.Com | RU | 28 | Manoj S | BBA | RU |
| 2 | Shalu Katoch | B.Com | RU | 29 | Shalini J | BBA | RU |
| 3 | Lakshmi Sing | B.Com | RU | 30 | Rachel Grace M | BBA | RU |
| 4 | A Varun | B.Com | RU | 31 | Priyanka S | BBA | RU |
| 5 | Krishna Kanth Sarode | B.Com | RU | 32 | Gandluru Almas | BBA | RU |
| 6 | Prince Godson | B.Com | RU | 33 | Sudhindra Mudhol | BBA | RU |
| 7 | Gaganashree R | B.Com | RU | 34 | Nikita Yadav | BCA | RU |
| 8 | Pooja B | B.Com | RU | 35 | Pooja TA | BCA | RU |
| 9 | Shobha YN | B.Com | RU | 36 | Bhavana B | BCA | RU |
| 10 | Swathi G | B.Com | RU | 37 | N Usha | BCA | RU |
| 11 | Ahamed Rajza | B.Com | RU | 38 | Varshitha K | BCA | RU |
| 12 | A Pawan | B.Com | RU | 39 | Ashutosh Singh | BCA | RU |
| 13 | Bhanu Priya M | B.Com | RU | 40 | Seema Taj | BCA | BU |
| 14 | Swetha | B.Com | RU | 41 | Ruksar Jaha | BCA | BU |
| 15 | Paromita Das | B.Com | RU | 42 | Sudarshan Y | BCA | RU |
| 16 | Robin Chaudhary | B.Com | RU | 43 | Priya H | BCA | RU |
| 17 | Tahir Hussain Laskar | B.Com | RU | 44 | Mariam Fathima | B.Sc (BT) | BU |



| | | | | | | | |
|----|------------------------|-------|----|----|-------------------|-------|----|
| 18 | Srishti Sharma | B.Com | RU | 45 | Bhavana Tiwari | M.Com | RU |
| 19 | Janhavi S | B.Com | RU | 46 | Kusha N | M.Com | RU |
| 20 | Lakshmisha CR | B.Com | RU | 47 | Sowmya | M.Com | RU |
| 21 | B Kushagra Nandha | B.Com | RU | 48 | Patil Pawan | MBA | RU |
| 22 | Vijay Sharma | B.Com | RU | 49 | Deeksha | MBA | RU |
| 23 | Srijana Priya Yadav | B.Com | RU | 50 | | | RU |
| 24 | Bhanu Priya | B.Com | RU | 51 | Jyothi | M.Sc | RU |
| 25 | S Akash | BBA | RU | 52 | Roja Philip | M.Sc | RU |
| 26 | R Naveen Reddy | BBA | RU | 53 | Joshitha R | MCA | RU |
| 27 | B Girsh | BBA | RU | | | | |

Thank you all for your continuous support.

Thanks & Regards,

Dr. N Ramesh

Dean-Training & Placement, Planning

REVA University

Rukmini Knowledge Park, Kattigenahalli, Yelahanka,
Bengaluru 560 064, KARNATAKA, INDIA

Tel : 91 080 66226622

Mob: 91 9880514718 / **9900272598 (Naveen C)**

Email: placement@reva.edu.in

placement@revainstitution.org

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RE: Selected Candidates list for Internship.

Pramod Mohanty <Pramod.Mohanty@idbifederal.com>

Thu 18-01-2018 17:10

To: Naveen C <naveen.c@reva.edu.in>

Cc: Dr. N Ramesh <dir.planning@reva.edu.in>; Vasanthapriyan Ravikumar <Vasanthapriyan.Ravikumar@idbifederal.com>

1 attachments (12 KB)

REVA Interested students list IDBI Federal LI Co Ltd - 5th Dec 2017.xlsx

Dear Mr. Naveen,

I am attaching the sheet of interested candidates who joined in our organization, please issue a NOC for all of them. Mentioning their time period of internship.

Regards,

Pramod

Cluster Manager- POS

M - 9342119343

1st floor, site no-4, shiva sadan, 9th main road, 5th block, jayanagar, Bangalore-560041

From: Naveen C [mailto:naveen.c@reva.edu.in]

Sent: Friday, January 05, 2018 9:37 AM

To: Pramod Mohanty

Cc: Dr. N Ramesh; Vasanthapriyan Ravikumar

Subject: Re: Selected Candidates list for Internship.

Dear Sir,

Good Morning,

Please find the attached copy of interested students list.
sorry for delayed.

Thanking you.

--

Warm regards

Naveen C

Sr. Manager - Training & Placement

REVA University

Rukmini Knowledge Park



RE: Selected Candidates list for Internship.

Pramod Mohanty <Pramod.Mohanty@idbifederal.com>

Thu 18-01-2018 17:10

To: Naveen C <naveen.c@reva.edu.in>

Cc: Dr. N Ramesh <dir.planning@reva.edu.in>; Vasanthapriyan Ravikumar <Vasanthapriyan.Ravikumar@idbifederal.com>

1 attachments (12 KB)

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M - 9342119343

1st floor,site no-4,shiva sadan,9th main road,5th block,jayanagar,Bangalore-560041

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To: Pramod Mohanty

Cc: Dr. N Ramesh; Vasanthapriyan Ravikumar

Subject: Re: Selected Candidates list for Internship.

Dear Sir,

Good Morning,

Please find the attached copy of interested students list.
sorry for delayed.

Thanking you.

--

Warm regards

Naveen C

Sr. Manager - Training & Placement

REVA University

Rukmini Knowledge Park



IDBI Federal LI Co Ltd

| Sl.no | SRN | Name | Mobile No |
|-------|-----------|-----------------------------|------------|
| 1 | R15BM031 | Anshu Karna | 9663805887 |
| 2 | R15BM071 | Ragini Rauniyar | 9663821620 |
| 3 | R16mb018 | Basavaraj | 8217479757 |
| 4 | R16MB024 | Chetan Kumar V | 8892041821 |
| 5 | R16mb026 | Chinnimayi Shivaprasad | 9845485384 |
| 6 | R16MB029 | Dharmesha G | 8197011201 |
| 7 | R16MB036 | Jayanth Kumar T S | 9591169916 |
| 8 | R16MB045 | Kcerthi Kumar K | 8867256740 |
| 9 | R16MB059 | Manjunath A Basetti | 7899032958 |
| 10 | R16MB062 | Moula Hussain K | 8095369953 |
| 11 | | | 9972532477 |
| 12 | R16MB108 | Mahesh Kumar H | 9591447298 |
| 13 | R16MB117 | Santhosh Babu B | 7892845800 |
| 14 | R16MB136 | S.Vanitha | 9597791001 |
| 15 | R16MB142 | Vinayaka Ramachandra Naik | 7829836621 |
| 16 | R16MB143 | Vishakh. A | 7736375523 |
| 17 | R16MB153 | Subba Rami Reddy | 9611303579 |
| 18 | R16MB163 | Kemparaju G | 9632306541 |
| 19 | R16MB187 | Sreelakshmi.P | 8123212174 |
| 20 | R16MB188 | Sunilkumar | 9886573243 |
| 21 | R16MB194 | Aboo Mohammed Aseeb Hassan | 9048559030 |
| 22 | R16MB197 | Harshad B A | 8904444232 |
| 23 | R16MB198 | Harshitha.G | 8095068335 |
| 24 | R16MB201 | Rowdur Sagar Reddy | 9036166637 |
| 25 | 6NPCMD028 | Chidamber Kulkarni | 9611522400 |
| 26 | 6NPCMD122 | Shamanthamani | 9972897614 |
| 27 | 6NPCMD149 | Syed Mohamed Ghouse | 9591379986 |
| 28 | 6NPCMD150 | Talisha Hussain | 9945756840 |
| 29 | 6NPCMD151 | Thummalapenta Sumanth Kumar | 9949815830 |
| 30 | 6NPCMD152 | Toranala Vishnu Vardhan | 7676724891 |



Kudos to Concentrix Selects!!

REVA Placements <placement@reva.edu.in>

Fri 12 01 2018 10:20

To: All <all@reva.edu.in>;all@revainstitution.org <all@revainstitution.org>

Cc: Dr. P Shyamaraju <chancellor@reva.edu.in>;Dr. Kulkarni S Y <vc@reva.edu.in>;Registrar REVA University <registrar@reva.edu.in>;Dr. N Ramesh <dir.planning@reva.edu.in>;Dr. Beena G <beena@reva.edu.in>;Dr. Shubha A <dir.comm@reva.edu.in>;P S Venkataramu <director_iqac@reva.edu.in>;Dr.K S Narayanaswamy <dir.me@reva.edu.in>;Dr.Rajashekar Mandi <dir.eee@reva.edu.in>;Dr.Rajashekar C.Biradar <dir.ece@reva.edu.in>;Dr.Ramalinga Reddy <dir.ce@reva.edu.in>;Dr.S S Manvi <dir.cit@reva.edu.in>;Dr.Senthil <dir.csa@reva.edu.in>;Dr. Vishwanath J <principalrims@revainstitution.org>

Respected All,

Greetings of the day from **Placement Team!!**

We are happy to announce the list of selected students for the "**Concentrix**" Campus drive, which we had on **11th January 2018**.

Concentrix : 53 Selects

| Sl No | Names | Branch | University | Sl No | Names | Branch | University |
|-------|----------------------|--------|------------|-------|------------------|-----------|------------|
| 1 | Nivedhitha Shaji | B.Com | RU | 28 | Manoj S | BBA | RU |
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| 9 | Shobha YN | B.Com | RU | 36 | Bhavana B | BCA | RU |
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| 11 | Ahamed Rajza | B.Com | RU | 38 | Varshitha K | BCA | RU |
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| 15 | Paromita Das | B.Com | RU | 42 | Sudarshan Y | BCA | RU |
| 16 | Robin Chaudhary | B.Com | RU | 43 | Priya H | BCA | RU |
| 17 | Tahir Hussain Laskar | B.Com | RU | 44 | Mariam Fathima | B.Sc (BT) | BU |



| | | | | | | | |
|----|------------------------|-------|----|----|-------------------|-------|----|
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| 19 | Janhavi S | B.Com | RU | 46 | Kusha N | M.Com | RU |
| 20 | Lakshmisha CR | B.Com | RU | 47 | Sowmya | M.Com | RU |
| 21 | B Kushagra Nandha | B.Com | RU | 48 | Patil Pawan | MBA | RU |
| 22 | Vijay Sharma | B.Com | RU | 49 | | | RU |
| 23 | Srijana Priya Yadav | B.Com | RU | 50 | Sanjeev | MBA | RU |
| 24 | Bhanu Priya | B.Com | RU | 51 | Jyothi | M.Sc | RU |
| 25 | S Akash | BBA | RU | 52 | Roja Philip | M.Sc | RU |
| 26 | R Naveen Reddy | BBA | RU | 53 | Joshitha R | MCA | RU |
| 27 | B Girsh | BBA | RU | | | | |

Thank you all for your continuous support.

Thanks & Regards,

Dr. N Ramesh

Dean-Training & Placement, Planning

REVA University

Rukmini Knowledge Park, Kattigenahalli, Yelahanka,

Bengaluru 560 064, KARNATAKA, INDIA

Tel : 91 080 66226622

Mob: 91 9880514718 / **9900272598 (Naveen C)**

Email: placement@reva.edu.in

placement@revainstitution.org

Disclaimer: The information transmitted, including attachments, is intended only for the person(s) or entity to which it is addressed and may contain confidential and/or privileged material. Any review, re-transmission, dissemination or other use of, or taking of any action in reliance upon this information by persons or entities other than the intended recipient is prohibited. If you received this in error, please contact the sender and destroy any copies of this information



--

Thanks & Regards,
Naveen C
Sr. Manager - Training & Placement
Mob: +91 9900272598

REVA UNIVERSITY | Rukmini Knowledge Park | Kalligenahalli | Yelahanka | Bengaluru | Karnataka 560 064



[Chat with me on Teams !](#)

From: SWETA SAVADI <sweta.s@san-engineering.com>
Sent: 06 December 2017 12:08
To: Naveen C <naveen.c@reva.edu.in>
Cc: Dr. N Ramesh <dean.tpp@reva.edu.in>; Dr. N Ramesh <dir.planning@reva.edu.in>; binilbaby@san-engineering.com <binilbaby@san-engineering.com>
Subject: RE: San Engineering & Locomotives Co. Ltd. - Recruitment drive 2017- 2018 - MBA Graduates

Dear Naveen,

In continuation to the email below, kindly note that the following candidate's candidature has been placed. An offer for appointment will be released on date of joining.



Thanks & Regards,
Sweta Savadi
Manager - Corporate Planning & Organization Development
Email: sweta.s@san-engineering.com
Ph (Direct): 080 42449207



SAN Engineering and Locomotive Co.Ltd.
P.B.No.4802, Whitefield Road | Mahadevapura Post | Opp.ITPL | Bengaluru- 560 048
Website: www.san-engineering.com

From: SWETA SAVADI [mailto:sweta.s@san-engineering.com]
Sent: Tuesday, December 05, 2017 12:31 PM
To: 'Naveen C'
Cc: 'Dr. N Ramesh'; 'Dr. N Ramesh'; 'binilbaby@san-engineering.com'
Subject: RE: San Engineering & Locomotives Co. Ltd. - Recruitment drive 2017- 2018 - MBA Graduates

Dear Naveen,

Thank you for the email and for having arranged to send the short listed candidates to our office for the final round of interview with the CEO.

We have unfortunately not been able to short list any of the candidates from Reva.



RE: Selected Candidates list for Internship.

Pramod Mohanty <Pramod.Mohanty@idbifederal.com>

Thu 18-01-2018 17:10

To: Naveen C <naveen.c@reva.edu.in>

Cc: Dr. N Ramesh <dir.planning@reva.edu.in>; Vasanthapriyan Ravikumar <Vasanthapriyan.Ravikumar@idbifederal.com>

1 attachments (12 KB)

REVA Interested students list IDBI Federal LI Co Ltd - 5th Dec 2017.xlsx

Dear Mr. Naveen,

I am attaching the sheet of interested candidates who joined in our organization, please issue a NOC for all of them. Mentioning their time period of internship.

Regards,

Pramod

Cluster Manager- POS

M - 9342119343

1st floor, site no-4, shiva sadan, 9th main road, 5th block, jayanagar, Bangalore-560041

From: Naveen C [mailto:naveen.c@reva.edu.in]

Sent: Friday, January 05, 2018 9:37 AM

To: Pramod Mohanty

Cc: Dr. N Ramesh; Vasanthapriyan Ravikumar

Subject: Re: Selected Candidates list for Internship.

Dear Sir,

Good Morning,

Please find the attached copy of interested students list.
sorry for delayed.

Thanking you.

--

Warm regards

Naveen C

Sr. Manager - Training & Placement

REVA University

Rukmini Knowledge Park



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Warm regards

Naveen C

Sr. Manager - Training & Placement

REVA University

Rukmini Knowledge Park



IDBI Federal LI Co Ltd

| Sl.no | SRN | Name | Mobile No |
|-------|-----------|-----------------------------|------------|
| 1 | R15BM031 | Anshu Karna | 9663805887 |
| 2 | R15BM071 | Ragini Rauniyar | 9663821620 |
| 3 | R16mb018 | Basavaraj | 8217479757 |
| 4 | R16MB024 | Chetan Kumar V | 8892041821 |
| 5 | R16mb026 | Chinnimayi Shivaprasad | 9845485384 |
| 6 | R16MB029 | Dharmesha G | 8197011201 |
| 7 | R16MB036 | Jayanth Kumar T S | 9591169916 |
| 8 | R16MB045 | Kcerthi Kumar K | 8867256740 |
| 9 | R16MB059 | Manjunath A Basetti | 7899032958 |
| 10 | R16MB062 | Moula Hussain K | 8095369953 |
| 11 | R16MB099 | Shabeer P | 9972532477 |
| 12 | | | 9591447298 |
| 13 | R16MB117 | Santhosh Babu B | 7892845800 |
| 14 | R16MB136 | S.Vanitha | 9597791001 |
| 15 | R16MB142 | Vinayaka Ramachandra Naik | 7829836621 |
| 16 | R16MB143 | Vishakh. A | 7736375523 |
| 17 | R16MB153 | Subba Rami Reddy | 9611303579 |
| 18 | R16MB163 | Kemparaju G | 9632306541 |
| 19 | R16MB187 | Sreelakshmi.P | 8123212174 |
| 20 | R16MB188 | Sunilkumar | 9886573243 |
| 21 | R16MB194 | Aboo Mohammed Aseeb Hassan | 9048559030 |
| 22 | R16MB197 | Harshad B A | 8904444232 |
| 23 | R16MB198 | Harshitha.G | 8095068335 |
| 24 | R16MB201 | Rowdur Sagar Reddy | 9036166637 |
| 25 | 6NPCMD028 | Chidamber Kulkarni | 9611522400 |
| 26 | 6NPCMD122 | Shamanthamani | 9972897614 |
| 27 | 6NPCMD149 | Syed Mohamed Ghouse | 9591379986 |
| 28 | 6NPCMD150 | Talisha Hussain | 9945756840 |
| 29 | 6NPCMD151 | Thummalapenta Sumanth Kumar | 9949815830 |
| 30 | 6NPCMD152 | Toranala Vishnu Vardhan | 7676724891 |



2018
Kotak

RE: Requirement of Sales Manager - CC SP, Kotak Mahindra Bank

muraliganesh.k@kotak.com <muraliganesh.k@kotak.com>

Wed 07 02 2018 13:40

To: Naveen C <naveen.c@reva.edu.in>

Cc: mohammedtanveer.n@kotak.com <mohammedtanveer.n@kotak.com>; SrinivasaRao.Boyina@kotak.com <SrinivasaRao.Boyina@kotak.com>; Dr. N Ramesh <dir.planning@reva.edu.in>; arindam.chowdhury@kotak.com <arindam.chowdhury@kotak.com>

Hi Naveen,

As discussed, PFB the list of students selected from our end. We have initiated further process for completion of their joining formalities.

1. [REDACTED]
2. Prakash S
3. Vidyasree
4. Kishan Manik

Thanks & Regards,

Murali Ganesh | Human Resources- Talent Acquisition

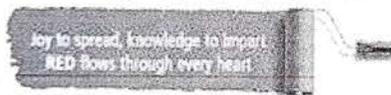
Kotak Mahindra Bank Ltd.

No.22, M G Road,

Bangalore - 560001

Mobile: (0)7625014322

Direct: 080 25005000 (Extn : 2039)



Making a difference is humanly possible. Think before you print.

From: Naveen C [mailto:naveen.c@reva.edu.in]

Sent: 30 January 2018 10:59

To: Muraliganesh K (Corporate, KMBL)

Cc: Mohammedtanveer N (Corporate, KMBL); Srinivasa R. Boyina (Corporate, KMBL); Dr. N Ramesh; Arindam Chowdhury (Consumer Bank, KMBL)

Subject: Re: Requirement of Sales Manager - CC SP, Kotak Mahindra Bank

Dear Sir,

Good Morning,

As discussed, We wish to conduct the drive on 1st Feb 2018. Please share the reporting time with us.

Thanking you sir.

--

Warm regards



RE: Selected Candidates list for Internship.

Pramod Mohanty <Pramod.Mohanty@idbifederal.com>

Thu 18-01-2018 17:10

To: Naveen C <naveen.c@reva.edu.in>

Cc: Dr. N Ramesh <dir.planning@reva.edu.in>; Vasanthapriyan Ravikumar <Vasanthapriyan.Ravikumar@idbifederal.com>

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Pramod

Cluster Manager- POS

M - 9342119343

1st floor, site no-4, shiva sadan, 9th main road, 5th block, jayanagar, Bangalore-560041

From: Naveen C [mailto:naveen.c@reva.edu.in]

Sent: Friday, January 05, 2018 9:37 AM

To: Pramod Mohanty

Cc: Dr. N Ramesh; Vasanthapriyan Ravikumar

Subject: Re: Selected Candidates list for Internship.

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Naveen C

Sr. Manager - Training & Placement

REVA University

Rukmini Knowledge Park



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Cc: Dr. N Ramesh <dir.planning@reva.edu.in>; Vasanthapriyan Ravikumar <Vasanthapriyan.Ravikumar@idbifederal.com>

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Sr. Manager - Training & Placement

REVA University

Rukmini Knowledge Park



IDBI Federal LI Co Ltd

| Sl.no | SRN | Name | Mobile No |
|-------|-----------|-----------------------------|------------|
| 1 | R15BM031 | Anshu Karna | 9663805887 |
| 2 | R15BM071 | Ragini Rauniyar | 9663821620 |
| 3 | R16mb018 | Basavaraj | 8217479757 |
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| 8 | R16MB045 | Kcerthi Kumar K | 8867256740 |
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| 11 | R16MB099 | Shabeer P | 9972532477 |
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| 15 | R16MB142 | Vinayaka Ramachandra Naik | 7829836621 |
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| 23 | R16MB198 | Harshitha.G | 8095068335 |
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| 30 | 6NPCMD152 | Toranala Vishnu Vardhan | 7676724891 |



Candidates selected for Lingel

Lingel Windows & Doors <raji.lingel@gmail.com>

Fri 3/30/2018 12:53 PM

To: REVA Placements <placement@reva.edu.in>

Cc: Jaya wilfred <jaya@lingel.in>; Vetrivel T <vetrivel@fensterbau-lingel.com>; vetrivel@lingel-window.com <vetrivel@lingel-window.com>

Dear Dr. Ramesh,

Greetings from Lingel!

We congratulate and Welcome the students to Lingel Family!

The training is from April 2nd to 13th 2018 9 am - 6pm

Venue:SCALEUP-Skill Development Centre
2/8, Gokulam Colony,
Saradambal Street, T-Nagar,
Chennai 600017**Travel:** travel expenses will be refunded (to & fro) by bus/train**Dress code:** formals with clean shave, if bread neatly trimmed. NO hanky-panky hairstyles**Accommodation:** Can check inn starting from 6 am on April 2nd. Get refreshed & join the training center directly @ 9am. Hotel address will be shared shortly**Food:** Breakfast at hotel, Lunch at training center. Only the dinner needs to be managed by yourself.

Reach out to me for any further assistance

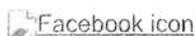
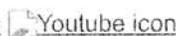
Thanks,

 Photograph**Rajeshwari C**

Chief Marketing Officer | Fensterbau Lingel

India Pvt Ltd

M: 9108901717

E: raji.lingel@gmail.comwww.lingelwindows.com/
 Facebook icon
  Twitter icon
  YouTube icon
 LinkedIn icon
  Google Plus icon
On Wed, Mar 21, 2018 at 5:17 PM, Jaya wilfred <jaya@lingel.in> wrote:

Dear Dr. Ramesh,

Greetings from Jaya, Lingel Family.



We are pleased to inform that we have selected the following people from your college, for the post of Sales Executive.

a) [REDACTED] - Hyderabad Region
b) Dilip Velagapudi -- Hyderabad Region

As specified earlier, they need to undergo Training from 2nd April 2018 to 13th April 2018 on Sales, Personality, Soft Skills and Product. Later they will be taken for the factory training .

The appointment letter will be handed over to them personally by our German Director on completion of the training.

Joining Date : 2nd April 2018

Venue : Chennai Office

We request their presence to be a part of the training.

Looking forward for the same

Thanks

Regards

Jaya

CMO



Kudos to REVA Selects!!

REVA Placements <placement@reva.edu.in>

Tue 3/6/2018 10:43 AM

To: All <all@reva.edu.in>;all@revainstitution.org <all@revainstitution.org>

Cc: Dr. P Shyammaraju <chancellor@reva.edu.in>;Dr. Kulkarni S Y <vc@reva.edu.in>;Registrar REVA University <registrar@reva.edu.in>;Dr. N Ramesh <dir.planning@reva.edu.in>;Sunil S <sunil.s@reva.edu.in>;Dr. Rajshekhar C. Biradar <raj.biradar@revainstitution.org>;Dr.Rajashekar Mandi <dir.eee@reva.edu.in>;Dr.K S Narayanaswamy <dir.me@reva.edu.in>;Dr.Ramalinga Reddy Y <ramalingareddy@reva.edu.in>;Dr. Shubha A <dir.comm@reva.edu.in>;Dr. Beena G <beena@reva.edu.in>;P S Venkataramu <director_iqac@reva.edu.in>

Respected All,

Greetings of the day from **Placement Team!!**

We are happy to announce the list of selected students for the "**SISA, Engineer Material, Abyeti Technologies & Eureka Forbs**" Campus drive, which we had in the month of **February 2018**.

SISA Information Security :MBA (RU)_(02 Selects)

1. [REDACTED]
2. Keerthana Nandakumar

Engineer Material Inc : Mechanical

1. Llewellyn D'souza

Abyeti Technologies Pvt Ltd : CSE

1. Satyam Singh

Eureka Forbs: (29 Selects)

| SIno | Name | Branch |
|------|-----------------|--------|
| 1 | Megha M | CSE |
| 2 | Vaibhav Agarwal | CSE |
| 3 | Md Nafis Aamir | CSE |
| 4 | Sushma N | CSE |
| 5 | Naga Yeshwanth | CSE |
| 6 | Preethi | CSE |
| 7 | Monisha Priya G | ECE |
| 8 | Priyanka | ECE |
| 9 | Anil R | ECE |
| 10 | Sharana Basava | ECE |
| 11 | Rajashree | ECE |
| 12 | Nihal | ECE |



RE: JD for position of Recruitment Executive

HR <hr@venindia.com>

Tue 05 Mar 2018 7:23 PM

To: Naveen C <naveen.c@reva.edu.in>

Dear Naveen,

Thanks for the sending the candidate but only 2 turn up

Akhil Chandran [REDACTED]

We can consider them but they have to finish there internship and join us earliest by next week.

Please communicate with them and let us know.

Also need few pass out candidate MBA HR or Non MBA kindly check with your database and references.

Regards,
Shreeja Raju

From: Naveen C [mailto:naveen.c@reva.edu.in]
Sent: 05 March, 2018 7:23 PM
To: hr@venindia.com
Cc: sunilkumar@venindia.com
Subject: Re: JD for position of Recruitment Executive

Dear Madam,

Greetings of the day!!

As discussed, the following students are attending interview tomorrow.

| Name | Contact No | Email ID |
|---------------------|------------|----------------------------|
| Shiva Kumar | 7676510765 | Shivapujari706@gmail.com |
| Sivasreedevika.K.U. | 9544387171 | sivasreedevikaku@gmail.com |
| Kemparaju G | 9632306541 | Charan4586@gmail.com |
| Akhil Chandran | 9164417565 | akhilchandran14@yahoo.in |
| Reshma Parvez | 7259610182 | reshmaparvezreza@gmail.com |

Thanking you,

--
Warm regards
Naveen C
Sr. Manager - Training & Placement



Re: Participation of MBA students at 'IMTEX Forming 2018' as interns.

Kirankumari Patil <kiran.kumari@reva.edu.in>

Thu 1/25/2018 5:38 PM

To: Manjunath V S <manjunath.vs@reva.edu.in>; Dr. P Shyamaraju <chancellor@reva.edu.in>; Dr. Kulkarni S Y <vc@reva.edu.in>; Registrar REVA University <registrar@reva.edu.in>; Dr. N Ramesh <dir.planning@reva.edu.in>; Dr. Shubha A <dir.comm@reva.edu.in>

Cc: Mgmt Studies Faculty <sms@reva.edu.in>; All <all@reva.edu.in>; all@revainstitution.org <all@revainstitution.org>; REVA University Industry Interaction Center <uiic@reva.edu.in>

Dear Prof. Manjunath and TEAM,

Congratulations to School of Commerce & Management!!

Thanks to Director Madam and her team for perfect coordination with Skill Development Team.

Regards

Dr. Kiran Kumari Patil

Director,

University Industry Interaction Center

REVA University Bengaluru

Email: kirankumari@reva.edu.in

Mobile: 98864 06803

From: Manjunath V S

Sent: 25 January 2018 11:40:18

To: Dr. P Shyamaraju; Dr. Kulkarni S Y; Registrar REVA University; Dr. N Ramesh; Dr. Kirankumari Patil; Dr. Shubha A

Cc: Mgmt Studies Faculty; All; all@revainstitution.org; REVA University Industry Interaction Center

Subject: Participation of MBA students at 'IMTEX Forming 2018' as interns.

Respected all,

We, the Skill Development Center, School of Management Studies, REVA University are very happy to share the information that **17 students of IV Sem MBA have been selected for internship at 'IMTEX FORMING 2018', Bangalore International Exhibition Center (BIEC)**. This is a flagship event of Indian Machine Tool Manufacturers' Association (IMTMA), which is going to be held from 25.01.2018 till 30.01.2018. 'IMTEX FORMING 2018' will have hundreds of organizations participating from more than 12 countries and thousands of visitors across the globe. As a part of internship, our students would jointly work with **Market Insight Consultants (MIC), Mumbai**.

We congratulate the following students for having been selected:

1. Shreesha Dutta;
2. Sharan V Arali;
3. Adiba Shafi;
4. Anurag Kumar Singh;
5. Shwetha S;
6. Vidya Budihal;
7. Sameena;



8. Pooja Shastri;
9. Reshma;
10. Abhishek K V
11. Nehal Kulkarni;
12. Vinay M;
13. Anjali Gaur;
14. Arjun T K
15. [REDACTED]
16. V Dilip;
17. Amit Paraddi;

We thank our Honorable Chancellor, Vice Chancellor, Registrar, Dean - Placement & Training, Directors (UIC and School of Management Studies) for their enormous support and motivation. We also thank all our colleagues of REVA University for their encouragement.

REVA University thank Mr. Pinkesh Choksey, the Chief Operating Officer, MIC Mumbai for the opportunity.

Thank you

Manjunath V S
Team - SDC
School of Management Studies.



Together in spirit with Prime Minister Narendra Modi's
vision of a clean India. Swachh Bharat Abhiyan

DivyaSree

REVA

Disclaimer: The information transmitted, including attachments, is intended only for the person(s) or entity to which it is addressed and may contain confidential and/or privileged material. Any review, re-transmission, dissemination or other use of, or taking of any action in reliance upon this information by persons or entities other than the intended recipient is prohibited. If you received this in error, please contact the sender and destroy any copies of this information



Together in spirit with Prime Minister Narendra Modi's
vision of a clean India. Swachh Bharat Abhiyan

DivyaSree

REVA

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Kirankumari Patil <kiran.kumari@reva.edu.in>

Thu 1/25/2018 5:38 PM

To: Manjunath V S <manjunath.vs@reva.edu.in>; Dr. P Shyamaraju <chancellor@reva.edu.in>; Dr. Kulkarni S Y <vc@reva.edu.in>; Registrar REVA University <registrar@reva.edu.in>; Dr. N Ramesh <dir.planning@reva.edu.in>; Dr. Shubha A <dir.comm@reva.edu.in>

Cc: Mgmt Studies Faculty <sms@reva.edu.in>; All <all@reva.edu.in>; all@revainstitution.org <all@revainstitution.org>; REVA University Industry Interaction Center <uiic@reva.edu.in>

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Director,

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Email: kirankumari@reva.edu.in

Mobile: 98864 06803

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Cc: Mgmt Studies Faculty; All; all@revainstitution.org; REVA University Industry Interaction Center

Subject: Participation of MBA students at 'IMTEX Forming 2018' as interns.

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We, the Skill Development Center, School of Management Studies, REVA University are very happy to share the information that **17 students of IV Sem MBA have been selected for internship at 'IMTEX FORMING 2018', Bangalore International Exhibition Center (BIEC)**. This is a flagship event of Indian Machine Tool Manufacturers' Association (IMTMA), which is going to be held from 25.01.2018 till 30.01.2018. 'IMTEX FORMING 2018' will have hundreds of organizations participating from more than 12 countries and thousands of visitors across the globe. As a part of internship, our students would jointly work with **Market Insight Consultants (MIC), Mumbai**.

We congratulate the following students for having been selected:

1. [REDACTED]
2. Sharan V Arali;
3. Adiba Shafi;
4. Anurag Kumar Singh;
5. Shwetha S;
6. Vidya Budihal;
7. Sameena;



8. Pooja Shastri;
9. Reshma;
10. Abhishek K V
11. Nehal Kulkarni;
12. Vinay M;
13. Anjali Gaur;
14. Arjun T K
15. Sneha Rajput;
16. V Dilip;
17. Amit Paraddi;

We thank our Honorable Chancellor, Vice Chancellor, Registrar, Dean - Placement & Training, Directors (UIC and School of Management Studies) for their enormous support and motivation. We also thank all our colleagues of REVA University for their encouragement.

REVA University thank Mr. Pinkesh Choksey, the Chief Operating Officer, MIC Mumbai for the opportunity.

Thank you

Manjunath V S
Team - SDC
School of Management Studies.



Together in spirit with Prime Minister Narendra Modi's
vision of a clean India. Swachh Bharat Abhiyan

DivyaSree

REVA

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Re: Shortlisted students for internship

Rashmi Nandan <rashmi.nandan@zapprep.in>

Thu 07 Dec 2017 14:53

To: Naveenc <naveen.c@reeva.edu.in>, Naveen C. <naveenc@revainstitution.org>

Cc: Nikita Sharma (Nikita) <nikita@zapprep.in>

----- On Thu, 07 Dec 2017 11:48:58 +0530 **Rashmi Nandan <rashmi.nandan@zapprep.in>** wrote -----

Hi Naveen Sir

As per interview conducted on campus Shortlisted students for internship are .

1. Chandan Kumar
2. Rajshekhar
3.

Regards
Rashmi Nandan

RE: Selected Candidates list for Internship.

Pramod Mohanty <Pramod.Mohanty@idbifederal.com>

Thu 18-01-2018 17:10

To: Naveen C <naveen.c@reva.edu.in>

Cc: Dr. N Ramesh <dir.planning@reva.edu.in>; Vasanthapriyan Ravikumar <Vasanthapriyan.Ravikumar@idbifederal.com>

1 attachments (12 KB)

REVA Interested students list IDBI Federal LI Co Ltd - 5th Dec 2017.xlsx

Dear Mr. Naveen,

I am attaching the sheet of interested candidates who joined in our organization, please issue a NOC for all of them. Mentioning their time period of internship.

Regards,

Pramod

Cluster Manager- POS

M - 9342119343

1st floor, site no-4, shiva sadan, 9th main road, 5th block, jayanagar, Bangalore-560041

From: Naveen C [mailto:naveen.c@reva.edu.in]

Sent: Friday, January 05, 2018 9:37 AM

To: Pramod Mohanty

Cc: Dr. N Ramesh; Vasanthapriyan Ravikumar

Subject: Re: Selected Candidates list for Internship.

Dear Sir,

Good Morning,

Please find the attached copy of interested students list.
sorry for delayed.

Thanking you.

--

Warm regards

Naveen C

Sr. Manager - Training & Placement

REVA University

Rukmini Knowledge Park



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| 2 | R15BM071 | Ragini Rauniyar | 9663821620 |
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| 4 | R16MB024 | Chetan Kumar V | 8892041821 |
| 5 | R16mb026 | Chinnimayi Shivaprasad | 9845485384 |
| 6 | R16MB029 | Dharmesha G | 8197011201 |
| 7 | R16MB036 | Jayanth Kumar T S | 9591169916 |
| 8 | R16MB045 | Kcerthi Kumar K | 8867256740 |
| 9 | R16MB059 | Manjunath A Basetti | 7899032958 |
| 10 | R16MB062 | Moula Hussain K | 8095369953 |
| 11 | R16MB099 | Shabeer P | 9972532477 |
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| 14 | | | 9597791001 |
| 15 | R16MB142 | Vinayaka Ramachandra Naik | 7829836621 |
| 16 | R16MB143 | Vishakh. A | 7736375523 |
| 17 | R16MB153 | Subba Rami Reddy | 9611303579 |
| 18 | R16MB163 | Kemparaju G | 9632306541 |
| 19 | R16MB187 | Sreelakshmi.P | 8123212174 |
| 20 | R16MB188 | Sunilkumar | 9886573243 |
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| 30 | 6NPCMD152 | Toranala Vishnu Vardhan | 7676724891 |



2018
Kotak

RE: Requirement of Sales Manager - CC SP, Kotak Mahindra Bank

muraliganesh.k@kotak.com <muraliganesh.k@kotak.com>

Wed 07 02 2018 13:40

To: Naveen C <naveen.c@reva.edu.in>

Cc: mohammedtanveer.n@kotak.com <mohammedtanveer.n@kotak.com>; SrinivasaRao.Boyina@kotak.com <SrinivasaRao.Boyina@kotak.com>; Dr. N Ramesh <dir.planning@reva.edu.in>; arindam.chowdhury@kotak.com <arindam.chowdhury@kotak.com>

Hi Naveen,

As discussed, PFB the list of students selected from our end. We have initiated further process for completion of their joining formalities.

1. Patil Pawan
2. Prakash S
3. [REDACTED]
4. Kishan Manik

Thanks & Regards,

Murali Ganesh | Human Resources- Talent Acquisition

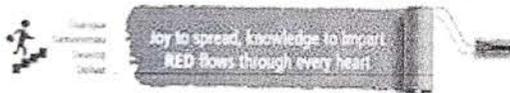
Kotak Mahindra Bank Ltd.

No.22, M G Road,

Bangalore - 560001

Mobile: (0)7625014322

Direct: 080 25005000 (Extn : 2039)



Making a difference is humanly possible. Think before you print.

From: Naveen C [mailto:naveen.c@reva.edu.in]

Sent: 30 January 2018 10:59

To: Muraliganesh K (Corporate, KMBL)

Cc: Mohammedtanveer N (Corporate, KMBL); Srinivasa R. Boyina (Corporate, KMBL); Dr. N Ramesh; Arindam Chowdhury (Consumer Bank, KMBL)

Subject: Re: Requirement of Sales Manager - CC SP, Kotak Mahindra Bank

Dear Sir,

Good Morning,

As discussed, We wish to conduct the drive on 1st Feb 2018. Please share the reporting time with us.

Thanking you sir.

--

Warm regards



Re: Participation of MBA students at 'IMTEX Forming 2018' as interns.

Kirankumari Patil <kiran.kumari@reva.edu.in>

Thu 1/25/2018 5:38 PM

To: Manjunath V S <manjunath.vs@reva.edu.in>; Dr. P Shyamaraju <chancellor@reva.edu.in>; Dr. Kulkarni S Y <vc@reva.edu.in>; Registrar REVA University <registrar@reva.edu.in>; Dr. N Ramesh <dir.planning@reva.edu.in>; Dr. Shubha A <dir.comm@reva.edu.in>

Cc: Mgmt Studies Faculty <sms@reva.edu.in>; All <all@reva.edu.in>; all@revainstitution.org <all@revainstitution.org>; REVA University Industry Interaction Center <uic@reva.edu.in>

Dear Prof. Manjunath and TEAM,

Congratulations to School of Commerce & Management!!

Thanks to Director Madam and her team for perfect coordination with Skill Development Team.

Regards

Dr. Kiran Kumari Patil

Director,

University Industry Interaction Center

REVA University Bengaluru

Email: kirankumari@reva.edu.in

Mobile: 98864 06803

From: Manjunath V S

Sent: 25 January 2018 11:40:18

To: Dr. P Shyamaraju; Dr. Kulkarni S Y; Registrar REVA University; Dr. N Ramesh; Dr. Kirankumari Patil; Dr. Shubha A

Cc: Mgmt Studies Faculty; All; all@revainstitution.org; REVA University Industry Interaction Center

Subject: Participation of MBA students at 'IMTEX Forming 2018' as interns.

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7. Sameena;



8. Pooja Shastri;
9. Reshma;
10. Abhishek K V
11. Nehal Kulkarni;
12. [REDACTED];
13. Anjali Gaur;
14. Arjun T K
15. Sneha Rajput;
16. V Dilip;
17. Amit Paraddi;

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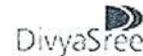
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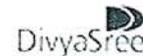


REVA

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RE: Selected Candidates list for Internship.

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Thu 18-01-2018 17:10

To: Naveen C <naveen.c@reva.edu.in>

Cc: Dr. N Ramesh <dir.planning@reva.edu.in>; Vasanthapriyan Ravikumar <Vasanthapriyan.Ravikumar@idbifederal.com>

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Cluster Manager- POS

M - 9342119343

1st floor, site no-4, shiva sadan, 9th main road, 5th block, jayanagar, Bangalore-560041

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Kudos to REVA Selects!!

REVA Placements <placement@reva.edu.in>

Tue 1/23/2018 1:57 PM

To: All <all@reva.edu.in>;all <all@revainstitution.org>

Cc: Dr. P Shyamaraju <chancellor@reva.edu.in>;Dr. Kulkarni S Y <vc@reva.edu.in>;Registrar REVA University <registrar@reva.edu.in>;Dr. N Ramesh <dir.planning@reva.edu.in>;Dr.Rajashekar C.Biradar <dir.ece@reva.edu.in>;Dr Rajashekar Mandi <dir.eee@reva.edu.in>;Dr.S S Manvi <dir.cit@reva.edu.in>;Dr.Y Ramalinga Reddy <ramalingareddy@reva.edu.in>;Dr.K S Narayanaswamy <dir.me@reva.edu.in>;Dr. Beena G <beena@reva.edu.in>;Dr. Shubha A <dir.comm@reva.edu.in>;P S Venkataramu <director_iqac@reva.edu.in>

Respected All,

Greetings of the day from Placement Team!!

We are happy to announce the list of selected students for the "Gridlle Technologies" Campus drive, which we had on 22nd January 2018.

Gridlle Technologies : 29 Selects

| Sl No | SRN/USN | Name | Branch |
|-------|------------|------------------------|------------|
| 1 | R14CV019 | Anusha R | Civil |
| 2 | R14CV099 | Monisha Havilah Rm | Civil |
| 3 | Ire13CS082 | Manas S Kanth | CSE |
| 4 | IRE13CS090 | Mohammed Zain | CSE |
| 5 | IRE14CS015 | Arpita R | CSE |
| 6 | R14CS072 | Jyothsna Crystal A | CSE |
| 7 | R14CS086 | Kumari Neha | CSE |
| 8 | R14CS190 | Shweta Kumari | CSE |
| 9 | R14CS193 | Sona Singh | CSE |
| 10 | R14CS250 | Utkarsh Nayan Satsangi | CSE |
| 11 | Ire14EC007 | Aishwarya Rao M.A | ECE |
| 12 | Ire14EC064 | Madhumita R N | ECE |
| 13 | R14EC025 | Bhavana Patgar | ECE |
| 14 | R14EC120 | Pavan Kumar | ECE |
| 15 | r14EC176 | Sushruth | ECE |
| 16 | R14EC247 | Prem Kumar | ECE |
| 17 | IRE13EE020 | Deavalin David D'Souza | EEE |
| 18 | Ire14EE023 | Khushboo Kumari | EEE |
| 19 | Ire14IS076 | Shivani | ISE |
| 20 | Ire14IS082 | Shubham | ISE |
| 21 | I6NPCMD154 | Vikram S Kulkarni | MBA |
| 22 | R16MB095 | Sameena Khanam | MBA |
| | | | |
| 24 | Ire14ME028 | Mukund Singh | Mechanical |



| | | | |
|----|----------|---------------------|------------|
| 25 | R14ME094 | Omkar Murthy N | Mechanical |
| 26 | R14ME107 | Mohammed Ibrahim | Mechanical |
| 27 | R14ME133 | Praamoth Nithin K T | Mechanical |
| 28 | R14ME137 | Prem Chand Pavani | Mechanical |
| 29 | R14ME091 | Madhu S Puranik | Mechanical |

Thank you all for your continuous support.

Thanks & Regards,

Dr. N Ramesh

Dean-Training & Placement, Planning

REVA University

Rukmini Knowledge Park, Kattigenahalli, Yelahanka,

Bengaluru 560 064, KARNATAKA, INDIA

Tel : 91 080 66226622

Mob: 91 9880514718 / **9900272598 (Naveen C)**

Email: placement@reva.edu.in

placement@revainstitution.org

COMPETITIVE FOR A SWAPLING INDIA



Together in spirit with Prime Minister Narendra Modi's
vision of a clean India. Swachh Bharat Abhiyan

DivyaSree



REVA

Disclaimer: The information transmitted, including attachments, is intended only for the person(s) or entity to which it is addressed and may contain confidential and/or privileged material. Any review, re-transmission, dissemination or other use of, or taking of any action in reliance upon this information by persons or entities other than the intended recipient is prohibited. If you received this in error, please contact the sender and destroy any copies of this information

Re: Participation of MBA students at 'IMTEX Forming 2018' as interns.

Kirankumari Patil <kiran.kumari@reva.edu.in>

Thu 1/25/2018 5:38 PM

To: Manjunath V S <manjunath.vs@reva.edu.in>; Dr. P Shyamaraju <chancellor@reva.edu.in>; Dr. Kulkarni S Y <vc@reva.edu.in>; Registrar REVA University <registrar@reva.edu.in>; Dr. N Ramesh <dir.planning@reva.edu.in>; Dr. Shubha A <dir.comm@reva.edu.in>

Cc: Mgmt Studies Faculty <sms@reva.edu.in>; All <all@reva.edu.in>; all@revainstitution.org <all@revainstitution.org>; REVA University Industry Interaction Center <uiic@reva.edu.in>

Dear Prof. Manjunath and TEAM,

Congratulations to School of Commerce & Management!!

Thanks to Director Madam and her team for perfect coordination with Skill Development Team.

Regards

Dr. Kiran Kumari Patil

Director,

University Industry Interaction Center

REVA University Bengaluru

Email: kirankumari@reva.edu.in

Mobile: 98864 06803

From: Manjunath V S

Sent: 25 January 2018 11:40:18

To: Dr. P Shyamaraju; Dr. Kulkarni S Y; Registrar REVA University; Dr. N Ramesh; Dr. Kirankumari Patil; Dr. Shubha A

Cc: Mgmt Studies Faculty; All; all@revainstitution.org; REVA University Industry Interaction Center

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We congratulate the following students for having been selected:

1. Shreesha Dutta;
2. Sharan V Arali;
3. Adiba Shafi;
4. Anurag Kumar Singh;
5. Shwetha S;
6. Vidya Budihal;
7. Sameena;



8. Pooja Shastri;
9. Reshma;
10. Abhishek K V
11. Nehal Kulkarni;
12. Vinay M;
13. Anjali Gaur;
14. Arjun T K
15. Sneha Rajput;
16. V Dilip;
17. [REDACTED]

We thank our Honorable Chancellor, Vice Chancellor, Registrar, Dean - Placement & Training, Directors (UIC and School of Management Studies) for their enormous support and motivation. We also thank all our colleagues of REVA University for their encouragement.

REVA University thank Mr. Pinkesh Choksey, the Chief Operating Officer, MIC Mumbai for the opportunity.

Thank you

Manjunath V S
Team - SDC
School of Management Studies.



Together in spirit with Prime Minister Narendra Modi's
vision of a clean India. Swachh Bharat Abhiyan

DivyaSree

REVA

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RE: Selected Candidates list for Internship.

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Thu 18-01-2018 17:10

To: Naveen C <naveen.c@reva.edu.in>

Cc: Dr. N Ramesh <dir.planning@reva.edu.in>; Vasanthapriyan Ravikumar <Vasanthapriyan.Ravikumar@idbifederal.com>

1 attachments (12 KB)

REVA Interested students list IDBI Federal LI Co Ltd - 5th Dec 2017.xlsx

Dear Mr. Naveen,

I am attaching the sheet of interested candidates who joined in our organization, please issue a NOC for all of them. Mentioning their time period of internship.

Regards,

Pramod

Cluster Manager- POS

M - 9342119343

1st floor, site no-4, shiva sadan, 9th main road, 5th block, jayanagar, Bangalore-560041

From: Naveen C [mailto:naveen.c@reva.edu.in]

Sent: Friday, January 05, 2018 9:37 AM

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Cc: Dr. N Ramesh; Vasanthapriyan Ravikumar

Subject: Re: Selected Candidates list for Internship.

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Good Morning,

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sorry for delayed.

Thanking you.

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Warm regards

Naveen C

Sr. Manager - Training & Placement

REVA University

Rukmini Knowledge Park



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Sr. Manager - Training & Placement

REVA University

Rukmini Knowledge Park



IDBI Federal LI Co Ltd

| Sl.no | SRN | Name | Mobile No |
|-------|-----------|-----------------------------|------------|
| 1 | R15BM031 | Anshu Karna | 9663805887 |
| 2 | R15BM071 | Ragini Rauniyar | 9663821620 |
| 3 | R16mb018 | Basavaraj | 8217479757 |
| 4 | R16MB024 | Chetan Kumar V | 8892041821 |
| 5 | R16mb026 | Chinnimayi Shivaprasad | 9845485384 |
| 6 | R16MB029 | Dharmesha G | 8197011201 |
| 7 | R16MB036 | Jayanth Kumar T S | 9591169916 |
| 8 | R16MB045 | Kcerthi Kumar K | 8867256740 |
| 9 | R16MB059 | Manjunath A Basetti | 7899032958 |
| 10 | R16MB062 | Moula Hussain K | 8095369953 |
| 11 | R16MB099 | Shabeer P | 9972532477 |
| 12 | R16MB108 | Mahesh Kumar H | 9591447298 |
| 13 | R16MB117 | Santhosh Babu B | 7892845800 |
| 14 | R16MB136 | S.Vanitha | 9597791001 |
| 15 | R16MB142 | Vinayaka Ramachandra Naik | 7829836621 |
| 16 | R16MB143 | Vishakh. A | 7736375523 |
| 17 | | | 9611303579 |
| 18 | R16MB163 | Kemparaju G | 9632306541 |
| 19 | R16MB187 | Sreelakshmi.P | 8123212174 |
| 20 | R16MB188 | Sunilkumar | 9886573243 |
| 21 | R16MB194 | Aboo Mohammed Aseeb Hassan | 9048559030 |
| 22 | R16MB197 | Harshad B A | 8904444232 |
| 23 | R16MB198 | Harshitha.G | 8095068335 |
| 24 | R16MB201 | Rowdur Sagar Reddy | 9036166637 |
| 25 | 6NPCMD028 | Chidamber Kulkarni | 9611522400 |
| 26 | 6NPCMD122 | Shamanthamani | 9972897614 |
| 27 | 6NPCMD149 | Syed Mohamed Ghouse | 9591379986 |
| 28 | 6NPCMD150 | Talisha Hussain | 9945756840 |
| 29 | 6NPCMD151 | Thummalapenta Sumanth Kumar | 9949815830 |
| 30 | 6NPCMD152 | Toranala Vishnu Vardhan | 7676724891 |



Short list of candidates

Krishna <krishna@jwings.in>

Thu 07-12-2017 17:50

To: Naveen C <naveen.c@reva.edu.in>

Dear Mr.Naveen,

Greetings of the day !! J wings Bangalore

We are pleased to inform that below mentioned candidate has been selected for Internship.

List of candidates Offered in Campus Placement

Internship Programme 2018

The following candidates have been selected by **J wings company** in the Campus Placements for Internship Programme 2018 held on 6th December, 2017 at Bangalore Reva University

| Sl No | Name |
|-------|----------------------|
| 1 | Bharath Kumar.A |
| 2 | |
| 3 | Keerthana Nandakumar |
| 4 | Manaf |
| 5 | Naveen Kumar |
| 6 | Vishnu Vardhan |

We are more looking more students, if students are interest let them apply.

Best regards,
Gopal Krishna.R



Manifest Wealth

J wings

No 960/1, 2nd floor, | DM complex, Babusapalya | Kalyan nagar Post |
Bangalore -560 043 | Opp: V V Convention hall
office: 080-48507952 | Phone: +91-7204234392
e-mail: krishna@jwings.in | web: www.jwings.in



PERSONAL DATA FORM (Brief)



Name of Candidate:

KARTHIK.N

Position Applied For:

Source (Please Indicate Source):

Yrs in current employment:

Yrs of work experience:

Date of Birth :

Age:

Sex:

Nationality:

Work Location:

16 NOV 1993

24

Male

Indian

Bangalore

Father's Name / Occupation:

Mother's Name/

Marital Status:

**Late Narayana
Swamy**

**Veeramma
Holk Wife**

. Married

. Single

Home Phone:

Office Phone:

Mobile:

9036679479

8147498250

E-mail address:

karthikrado16@gmail.com

Languages Known to Read and Write (underline mother tongue):

Kannada, English, Hindi, Tamil

Residential Addresses

Address :

**#104, c Jcw Nagar Seshadripuram
Bangalore-560020**

Period of Stay:

24 year [Bangalorean]

PRE - INTERVIEW QUESTIONNAIRE

01. Are you currently employed? If yes, where.....

Ans: **No,**

02. What are your responsibilities/duties in your current assignment?

Ans: **—**

03. What technical skills/knowledge areas are you good at?

Ans: **Financial analysis, Market analysis, meeting people and convince people. Advisory about financial products**

04. Do you have any other skills/knowledge that we should know?

Ans: **Anchoring, Market research.**

05. What are your strengths?

Ans: **patience, keen to learn, positive attitude & leadership quality**

06. What frustrates you the most in your current job?

Ans: **—**

07. Why do you want to leave your current employer?

Ans: **—**

08. What aspects of your job, if changed, will make you stay with your present job?

Ans: —

09. List down your developmental areas?

Ans: Commerce and Management, also financial area.

10. What approach has been most effective in getting the best from you?

Ans: Motivation, Good working environment.

11. Where would you expect to be in your career in the coming two to three years?

Ans: Good designation in your company

12. How will the role at Karvy fit into your career aspiration? Please explain

Ans: As (core financial specialization) candidate, it is good to associate with the Karvy corporate.

13. What has been your most significant achievement so far?

Ans: Making my parents proud

14. What has been the most difficult decision that you had to make in your job or life?

Ans: Nothing so far

15. Do you know anybody in Karvy? (If yes, please provide the Name & relationship)

Ans: No -

16. What mode of transport do you use to commute to office?

Ans: Bike

17. If made an offer by Karvy, how quickly can you join?

Ans: Soon as possible

Professional References (Mandatory)

- Candidates with experience to give reference of their supervisors/seniors in their previous employment
- Candidate with no experience can give references of fellow professionals, teachers, Relatives, etc.

| S.No. | Referral Name | Organization | Designation | Contact No. |
|-------|-----------------|-----------------|-------------------|-------------|
| 1 | Prof Anuj verma | Reva university | Lecturer | 8594035016 |
| 2 | Narain | Reva university | placement officer | 9900272598 |

Declaration:
I hereby declare that the above given information is true and correct to the best of my knowledge (In event of employment if any information is found to be untrue, employment will be terminated without notice).

(Applicant's Signature & Date)

Kaethi R.A.
23/3/18



ಭಾರತ ಸರ್ಕಾರ
GOVERNMENT OF INDIA



ಕಾರ್ತಿಕ ಎನ್
Karthik N
ಹುಟ್ಟಿದ ವರ್ಷ / Year of Birth : 1993
ಪುರುಷ / Male



5626 8568 0771

ಆಧಾರ್ - ಶ್ರೀಸಾಮಾನ್ಯನ ಅಧಿಕಾರ



ಭಾರತೀಯ ವಿಶಿಷ್ಟ ಗುರುತಿನ ಪ್ರಾಧಿಕಾರ
UNIQUE IDENTIFICATION AUTHORITY OF INDIA

ವಿಳಾಸ:
S/O ನಾರಾಯಣಸ್ವಾಮಿ, #004 /ಸಿ,
ಜಿ ಸಿ ಡಬ್ಲ್ಯೂ ನಗರ, ಜಿ ಸಿ ಡಬ್ಲ್ಯೂ
ನಗರ ಸೇಶದ್ರಿಪುರಂ, ಬೆಂಗಳೂರು ಉತ್ತರ,
ಸೇಶದ್ರಿಪುರಂ, ಬೆಂಗಳೂರು, ಕರ್ನಾಟಕ,
560020

Address:
S/O Narayanswamy, #104
/C, J C W Nagar, J C W
Nagara seshadripuram,
Bangalore North,
Seshadripuram, Bangalore,
Karnataka, 560020



1947
1800 180 1947



help@uidai.gov.in



www.uidai.gov.in



೨೨, ಚಾಕ್ಲೆ ಸಿಬ್ಬನ್ 1947,
ಬೆಂಗಳೂರು-560001

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| 6 | R16MB029 | Dharmesha G | 8197011201 |
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| 10 | R16MB062 | Moula Hussain K | 8095369953 |
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| 30 | 6NPCMD152 | Toranala Vishnu Vardhan | 7676724891 |



2018
Kotak

RE: Requirement of Sales Manager - CC SP, Kotak Mahindra Bank

muraliganesh.k@kotak.com <muraliganesh.k@kotak.com>

Wed 07 02 2018 13:40

To: Naveen C <naveen.c@reva.edu.in>

Cc: mohammedtanveer.n@kotak.com <mohammedtanveer.n@kotak.com>; SrinivasaRao.Boyina@kotak.com <SrinivasaRao.Boyina@kotak.com>; Dr. N Ramesh <dir.planning@reva.edu.in>; arindam.chowdhury@kotak.com <arindam.chowdhury@kotak.com>

Hi Naveen,

As discussed, PFB the list of students selected from our end. We have initiated further process for completion of their joining formalities.

1. Patil Pawan
2. [REDACTED]
3. Vidyasree
4. Kishan Manik

Thanks & Regards,

Murali Ganesh | Human Resources- Talent Acquisition

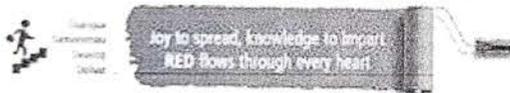
Kotak Mahindra Bank Ltd.

No.22, M G Road,

Bangalore - 560001

Mobile: (0)7625014322

Direct: 080 25005000 (Extn : 2039)



Making a difference is humanly possible. Think before you print.

From: Naveen C [mailto:naveen.c@reva.edu.in]

Sent: 30 January 2018 10:59

To: Muraliganesh K (Corporate, KMBL)

Cc: Mohammedtanveer N (Corporate, KMBL); Srinivasa R. Boyina (Corporate, KMBL); Dr. N Ramesh; Arindam Chowdhury (Consumer Bank, KMBL)

Subject: Re: Requirement of Sales Manager - CC SP, Kotak Mahindra Bank

Dear Sir,

Good Morning,

As discussed, We wish to conduct the drive on 1st Feb 2018. Please share the reporting time with us.

Thanking you sir.

--

Warm regards



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Thu 1/25/2018 5:38 PM

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Cc: Mgmt Studies Faculty <sms@reva.edu.in>; All <all@reva.edu.in>; all@revainstitution.org <all@revainstitution.org>; REVA University Industry Interaction Center <uiic@reva.edu.in>

Dear Prof. Manjunath and TEAM,

Congratulations to School of Commerce & Management!!

Thanks to Director Madam and her team for perfect coordination with Skill Development Team.

Regards

Dr. Kiran Kumari Patil

Director,

University Industry Interaction Center

REVA University Bengaluru

Email: kirankumari@reva.edu.in

Mobile: 98864 06803

From: Manjunath V S

Sent: 25 January 2018 11:40:18

To: Dr. P Shyamaraju; Dr. Kulkarni S Y; Registrar REVA University; Dr. N Ramesh; Dr. Kirankumari Patil; Dr. Shubha A

Cc: Mgmt Studies Faculty; All; all@revainstitution.org; REVA University Industry Interaction Center

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4. Anurag Kumar Singh;
5. Shwetha S;
6. Vidya Budihal;
7. Sameena;



8. Pooja Shastri;
9. Reshma;
10. Abhishek K V
11. Nehal Kulkarni;
12. Vinay M;
13. Anjali Gaur;
14. Arjun T K
15. Sneha Rajput;
16. V Dilip;
17. Amit Paraddi;

We thank our Honorable Chancellor, Vice Chancellor, Registrar, Dean - Placement & Training, Directors (UIC and School of Management Studies) for their enormous support and motivation. We also thank all our colleagues of REVA University for their encouragement.

REVA University thank Mr. Pinkesh Choksey, the Chief Operating Officer, MIC Mumbai for the opportunity.

Thank you

Manjunath V S
Team - SDC
School of Management Studies.



Together in spirit with Prime Minister Narendra Modi's
vision of a clean India. Swachh Bharat Abhiyan

DivyaSree

REVA

Disclaimer: The information transmitted, including attachments, is intended only for the person(s) or entity to which it is addressed and may contain confidential and/or privileged material. Any review, re-transmission, dissemination or other use of, or taking of any action in reliance upon this information by persons or entities other than the intended recipient is prohibited. If you received this in error, please contact the sender and destroy any copies of this information



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RE: Selected Candidates list for Internship.

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Thu 18-01-2018 17:10

To: Naveen C <naveen.c@reva.edu.in>

Cc: Dr. N Ramesh <dir.planning@reva.edu.in>; Vasanthapriyan Ravikumar <Vasanthapriyan.Ravikumar@idbifederal.com>

1 attachments (12 KB)

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Dear Mr. Naveen,

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Regards,

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Cluster Manager- POS

M - 9342119343

1st floor, site no-4, shiva sadan, 9th main road, 5th block, jayanagar, Bangalore-560041

From: Naveen C [mailto:naveen.c@reva.edu.in]

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2017

Naveen C
Sr. Manager - Training & Placement
Mob: +91 9900272598

REVA UNIVERSITY | Rukmini Knowledge Park | Kattigenahalli | Yelahanka | Bengaluru | Karnataka 560064



[Chat with me on Teams!](#)

From: Reshu Arora <Reshu.Arora@exlservice.com>

Sent: 28 December 2017 17:18

To: Naveen C <naveen.c@reva.edu.in>

Cc: Dr. N Ramesh <dir.planning@reva.edu.in>; Sarmistha Mazumder <Sarmistha.Mazumder@exlservice.com>; Raghu Kumar K N <Raghu.Kumar@exlservice.com>; Raju Shyamdhan Sharma <Raju.Sharma@exlservice.com>; Cheeran R. Patrick <Cheeran.Patrick@exlservice.com>; Nisha J V <Nisha.V@exlservice.com>; Nirmal Paramban <Nirmal.Paramban@exlservice.com>; Shilpa G. Netrakar <Shilpa.Netrakar@exlservice.com>

Subject: RE: Internship Requirement - 2018

Hi Naveen,

Thank you for all the support during the whole drive.

Please find below the list of candidates selected, can you ask them to come to EXL premises on Tuesday @ 11AM to complete documentation.

| Sr. No | Candidate Name | Designation | Status | Date |
|--------|----------------|-------------|---------------|-------------|
| 1 | Netravathi M | Associate | To be offered | 16th Jan 18 |
| 2 | Jayanth Kumar | Associate | To be offered | 16th Jan 18 |
| 3 | Amar B R | Associate | To be offered | 16th Jan 18 |
| 4 | Trupthi G | Associate | To be offered | 16th Jan 18 |
| 5 | | | To be offered | 16th Jan 18 |
| 6 | Natesh | Associate | To be offered | 16th Jan 18 |
| 7 | Sandhya P | Associate | To be offered | 16th Jan 18 |
| 8 | Nayan | Associate | To be offered | 16th Jan 18 |
| 9 | Naveen Kumar | Associate | To be offered | 16th Jan 18 |
| 10 | Akash N M | Associate | To be offered | 2nd Jan 18 |
| 11 | Dharshan B | Associate | To be offered | 2nd Jan 18 |

Request you to please make sure they carry photo copies of all the below mentioned documents:

1. All educational certificates followed by degree certificates(10th, 12th, Gradation and post-graduation).
2. Aadhar Card and Pan card copy

Thank you
Reshu

From: Naveen C [mailto:naveen.c@reva.edu.in]

Sent: Tuesday, December 26, 2017 9:36 AM

To: Shilpa G. Netrakar <Shilpa.Netrakar@exlservice.com>

Cc: Dr. N Ramesh <dir.planning@reva.edu.in>; Sarmistha Mazumder <Sarmistha.Mazumder@exlservice.com>; Raghu Kumar K N <Raghu.Kumar@exlservice.com>; Raju Shyamdhan Sharma <Raju.Sharma@exlservice.com>; Cheeran R. Patrick <Cheeran.Patrick@exlservice.com>; Nisha J V <Nisha.V@exlservice.com>; Nirmal Paramban



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Short list of candidates

Krishna <krishna@jwings.in>

Thu 07-12-2017 17:50

To: Naveen C <naveen.c@reva.edu.in>

Dear Mr.Naveen,

Greetings of the day !! J wings Bangalore

We are pleased to inform that below mentioned candidate has been selected for Internship.

List of candidates Offered in Campus Placement

Internship Programme 2018

The following candidates have been selected by **J wings company** in the Campus Placements for Internship Programme 2018 held on 6th December, 2017 at Bangalore Reva University

| Sl No | Name |
|-------|----------------------|
| 1 | Bharath Kumar.A |
| 2 | Kandula Manusha |
| 3 | Keerthana Nandakumar |
| 4 | Manaf |
| 5 | Naveen Kumar |
| 6 | |

We are more looking more students, if students are interest let them apply.

Best regards,
Gopal Krishna.R



Manifest Wealth

J wings

No 960/1, 2nd floor, | DM complex, Babusapalya | Kalyan nagar Post |
Bangalore -560 043 | Opp: V V Convention hall
office: 080-48507952 | Phone: +91-7204234392
e-mail: krishna@jwings.in | web: www.jwings.in



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Rukmini Knowledge Park



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Pramod Mohanty <Pramod.Mohanty@idbifederal.com>

Thu 18-01-2018 17:10

To: Naveen C <naveen.c@reva.edu.in>

Cc: Dr. N Ramesh <dir.planning@reva.edu.in>; Vasanthapriyan Ravikumar <Vasanthapriyan.Ravikumar@idbifederal.com>

1 attachments (12 KB)

REVA Interested students list IDBI Federal LI.Co Ltd - 5th Dec 2017.xlsx

Dear Mr. Naveen,

I am attaching the sheet of interested candidates who joined in our organization, please issue a NOC for all of them. Mentioning their time period of internship.

Regards,

Pramod

Cluster Manager- POS

M - 9342119343

1st floor,site no-4,shiva sadan,9th main road,5th block,jayanagar,Bangalore-560041

From: Naveen C [mailto:naveen.c@reva.edu.in]

Sent: Friday, January 05, 2018 9:37 AM

To: Pramod Mohanty

Cc: Dr. N Ramesh; Vasanthapriyan Ravikumar

Subject: Re: Selected Candidates list for Internship.

Dear Sir,

Good Morning,

Please find the attached copy of interested students list.
sorry for delayed.

Thanking you.

--

Warm regards

Naveen C

Sr. Manager - Training & Placement

REVA University

Rukmini Knowledge Park



IDBI Federal LI Co Ltd

| Sl.no | SRN | Name | Mobile No |
|-------|-----------|-----------------------------|------------|
| 1 | R15BM031 | Anshu Karna | 9663805887 |
| 2 | R15BM071 | Ragini Rauniyar | 9663821620 |
| 3 | R16mb018 | Basavaraj | 8217479757 |
| 4 | R16MB024 | Chetan Kumar V | 8892041821 |
| 5 | R16mb026 | Chinnimayi Shivaprasad | 9845485384 |
| 6 | R16MB029 | Dharmesha G | 8197011201 |
| 7 | R16MB036 | Jayanth Kumar T S | 9591169916 |
| 8 | R16MB045 | Kcerthi Kumar K | 8867256740 |
| 9 | R16MB059 | Manjunath A Basetti | 7899032958 |
| 10 | R16MB062 | Moula Hussain K | 8095369953 |
| 11 | R16MB099 | Shabeer P | 9972532477 |
| 12 | R16MB108 | Mahesh Kumar H | 9591447298 |
| 13 | R16MB117 | Santhosh Babu B | 7892845800 |
| 14 | R16MB136 | S.Vanitha | 9597791001 |
| 15 | R16MB142 | Vinayaka Ramachandra Naik | 7829836621 |
| 16 | R16MB143 | Vishakh. A | 7736375523 |
| 17 | R16MB153 | Subba Rami Reddy | 9611303579 |
| 18 | R16MB163 | Kemparaju G | 9632306541 |
| 19 | R16MB187 | Sreelakshmi.P | 8123212174 |
| 20 | R16MB188 | Sunilkumar | 9886573243 |
| 21 | R16MB194 | Aboo Mohammed Aseeb Hassan | 9048559030 |
| 22 | R16MB197 | Harshad B A | 8904444232 |
| 23 | | | 8095068335 |
| 24 | R16MB201 | Rowdur Sagar Reddy | 9036166637 |
| 25 | 6NPCMD028 | Chidamber Kulkarni | 9611522400 |
| 26 | 6NPCMD122 | Shamanthamani | 9972897614 |
| 27 | 6NPCMD149 | Syed Mohamed Ghouse | 9591379986 |
| 28 | 6NPCMD150 | Talisha Hussain | 9945756840 |
| 29 | 6NPCMD151 | Thummalapenta Sumanth Kumar | 9949815830 |
| 30 | 6NPCMD152 | Toranala Vishnu Vardhan | 7676724891 |



RE: Selected Candidates list for Internship.

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| Sl.no | SRN | Name | Mobile No |
|-------|-----------|-----------------------------|------------|
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| 30 | 6NPCMD152 | Toranala Vishnu Vardhan | 7676724891 |



Go Green EOT (Energy of Things) Pvt. Ltd.

Reference No.

Date:

Date: February 16th, 2018

Offer Letter- Intern-Sales & Marketing

Mr. Velagapudi Dilip,

Welcome to **Go Green EOT (Energy of Things) PVT. LTD.**

We are pleased to offer you in the position of “**Intern- Sales & Marketing**” with **Go Green EOT (Energy of Things) Private Limited.**

We look forward to having you as part of our team. We would like to foresee your potential skills as a valuable contribution to our company and clients. Your appointment as **Intern-Sales & Marketing** will commence on **February 20th,2018 at 09.00 AM.**

During your internship, you will be getting training on company/company products, about the industry on your field/specific area as per the company requirement. During your internship period, you will be entitled to a monthly stipend of **INR 12,000/- (INR Twelve Thousand Only) (INR 7,000/- fixed monthly stipend + INR 5,000/- sales incentives)** which indicate your take home every month. Regular performance review will be conducted to assess your performance and suitability. We would like to offer you a full-time job opportunity after completion of successful internship with the company. The Cost to Company (CTC) as a full-time employee, would be discussed during your internship as per your contribution to the company and would be best in the industry. Apart from fixed salary, you will be getting incentives on each dealer conversion and vehicle sales on a monthly basis. You will be entitled to all allowances and benefits whatsoever decided by the management.

General terms,

1. Do not forget to carry your original documents on first day of joining for verification.
2. You need to carry your laptop.

You shall receive your stipend before 10th of every month. Leave and other company policies are available and would be briefed on the day of joining.

Your reverting to this mail/signing this appointment letter confirms your acceptance of the terms and conditions and that you would be joining the company on the given date.

We are looking forward to working with you.

Authorized signatory,

Signed By

Go GreenEoT (Energy of Things) PVT. LTD.
Dhivik A (CEO, Founder)

Name:

Re: Participation of MBA students at 'IMTEX Forming 2018' as interns.

Kirankumari Patil <kiran.kumari@reva.edu.in>

Thu 1/25/2018 5:38 PM

To: Manjunath V S <manjunath.vs@reva.edu.in>; Dr. P Shyamaraju <chancellor@reva.edu.in>; Dr. Kulkarni S Y <vc@reva.edu.in>; Registrar REVA University <registrar@reva.edu.in>; Dr. N Ramesh <dir.planning@reva.edu.in>; Dr. Shubha A <dir.comm@reva.edu.in>

Cc: Mgmt Studies Faculty <sms@reva.edu.in>; All <all@reva.edu.in>; all@revainstitution.org <all@revainstitution.org>; REVA University Industry Interaction Center <uic@reva.edu.in>

Dear Prof. Manjunath and TEAM,

Congratulations to School of Commerce & Management!!

Thanks to Director Madam and her team for perfect coordination with Skill Development Team.

Regards

Dr. Kiran Kumari Patil

Director,

University Industry Interaction Center

REVA University Bengaluru

Email: kirankumari@reva.edu.in

Mobile: 98864 06803

From: Manjunath V S

Sent: 25 January 2018 11:40:18

To: Dr. P Shyamaraju; Dr. Kulkarni S Y; Registrar REVA University; Dr. N Ramesh; Dr. Kirankumari Patil; Dr. Shubha A

Cc: Mgmt Studies Faculty; All; all@revainstitution.org; REVA University Industry Interaction Center

Subject: Participation of MBA students at 'IMTEX Forming 2018' as interns.

Respected all,

We, the Skill Development Center, School of Management Studies, REVA University are very happy to share the information that **17 students of IV Sem MBA have been selected for internship at 'IMTEX FORMING 2018', Bangalore International Exhibition Center (BIEC)**. This is a flagship event of Indian Machine Tool Manufacturers' Association (IMTMA), which is going to be held from 25.01.2018 till 30.01.2018. 'IMTEX FORMING 2018' will have hundreds of organizations participating from more than 12 countries and thousands of visitors across the globe. As a part of internship, our students would jointly work with **Market Insight Consultants (MIC), Mumbai**.

We congratulate the following students for having been selected:

1. Shreesha Dutta;
2. Sharan V Arali;
3. Adiba Shafi;
4. Anurag Kumar Singh;
5. Shwetha S;
6. Vidya Budihal;
7. Sameena;



8. Pooja Shastri;
9. Reshma;
10. Abhishek K V
11. Nehal Kulkarni;
12. Vinay M;
13. Anjali Gaur;
14. [REDACTED]
15. Sneha Rajput;
16. V Dilip;
17. Amit Paraddi;

We thank our Honorable Chancellor, Vice Chancellor, Registrar, Dean - Placement & Training, Directors (UIC and School of Management Studies) for their enormous support and motivation. We also thank all our colleagues of REVA University for their encouragement.

REVA University thank Mr. Pinkesh Choksey, the Chief Operating Officer, MIC Mumbai for the opportunity.

Thank you

Manjunath V S
Team - SDC
School of Management Studies.



Together in spirit with Prime Minister Narendra Modi's
vision of a clean India. Swachh Bharat Abhiyan

DivyaSree

REVA

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Short list of candidates

Krishna <krishna@jwings.in>

Thu 07-12-2017 17:50

To: Naveen C <naveen.c@reva.edu.in>

Dear Mr.Naveen,

Greetings of the day !! J wings Bangalore

We are pleased to inform that below mentioned candidate has been selected for Internship.

List of candidates Offered in Campus Placement

Internship Programme 2018

The following candidates have been selected by **J wings company** in the Campus Placements for Internship Programme 2018 held on 6th December, 2017 at Bangalore Reva University

| Sl No | Name |
|-------|----------------------|
| 1 | Bharath Kumar.A |
| 2 | Kandula Manusha |
| 3 | Keerthana Nandakumar |
| | |
| 5 | Naveen Kumar |
| 6 | Vishnu Vardhan |

We are more looking more students, if students are interest let them apply.

Best regards,
Gopal Krishna.R



Manifest Wealth

J wings

No 960/1, 2nd floor, | DM complex, Babusapalya | Kalyan nagar Post |
Bangalore -560 043 | Opp: V V Convention hall
office: 080-48507952 | Phone: +91-7204234392
e-mail: krishna@jwings.in | web: www.jwings.in



09

RE: Only Group Healthcare Recruitment Drive 2017-18

Saritha K <sarithak@only-group.co>

Thu 16 11 2017 17:05

To: Naveen C <naveen.c@reva.edu.in>

Cc: Dr. N Ramesh <dir.planning@reva.edu.in>; raffaths@only-group.co <raffaths@only-group.co>; 'Sanjeev EK' <sanjeevek@only-group.co>

Hi Naveen,

Kindly find the list of final selected candidates and do let us know when are the students available to collect their offer letters.

| SL# | Names |
|-----|------------------|
| 1 | Kriti Gupta |
| 2 | Ardhra A.I |
| | [Redacted] |
| | S [Redacted] |
| 4 | Varshini P Gowda |

Thanks & Regards,
Saritha
Talent Acquisition Specialist
PH: 7022561888

From: Saritha K [mailto:sarithak@only-group.co]
Sent: 13 November 2017 17:48
To: 'Naveen C' <naveen.c@reva.edu.in>
Cc: 'Dr. N Ramesh' <dir.planning@reva.edu.in>; 'raffaths@only-group.co' <raffaths@only-group.co>; 'Sanjeev EK' <sanjeevek@only-group.co>
Subject: RE: Only Group Healthcare Recruitment Drive 2017-18

Hi Naveen,

Greetings from OG Healthcare,

Kindly let us know the dates when the students of the other branched are available.

Our team will be coming on November 14, 2017 at 10:00 am for the production interviews.



Re: Participation of MBA students at 'IMTEX Forming 2018' as interns.

Kirankumari Patil <kiran.kumari@reva.edu.in>

Thu 1/25/2018 5:38 PM

To: Manjunath V S <manjunath.vs@reva.edu.in>; Dr. P Shyamaraju <chancellor@reva.edu.in>; Dr. Kulkarni S Y <vc@reva.edu.in>; Registrar REVA University <registrar@reva.edu.in>; Dr. N Ramesh <dir.planning@reva.edu.in>; Dr. Shubha A <dir.comm@reva.edu.in>

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8. Pooja Shastri;
[REDACTED]
10. Abhishek K V
11. Nehal Kulkarni;
12. Vinay M;
13. Anjali Gaur;
14. Arjun T K
15. Sneha Rajput;
16. V Dilip;
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Kudos to Concentrix Selects!!

REVA Placements <placement@reva.edu.in>

Thu 12 01 2018 10:20

To: All <all@reva.edu.in>;all@revainstitution.org <all@revainstitution.org>

Cc: Dr. P Shyamaraju <chancellor@reva.edu.in>;Dr. Kulkarni S Y <vc@reva.edu.in>;Registrar REVA University <registrar@reva.edu.in>;Dr. N Ramesh <dir.planning@reva.edu.in>;Dr. Beena G <beena@reva.edu.in>;Dr. Shubha A <dir.comm@reva.edu.in>;P S Venkataramu <director_iqac@reva.edu.in>;Dr.K S Narayanaswamy <dir.me@reva.edu.in>;Dr.Rajashekar Mandi <dir.eee@reva.edu.in>;Dr.Rajashekar C.Biradar <dir.ece@reva.edu.in>;Dr.Ramalinga Reddy <dir.ce@reva.edu.in>;Dr.S S Manvi <dir.cit@reva.edu.in>;Dr.Senthil <dir.csa@reva.edu.in>;Dr. Vishwanath J <principalrims@revainstitution.org>

Respected All,

Greetings of the day from **Placement Team!!**

We are happy to announce the list of selected students for the "**Concentrix**" Campus drive, which we had on **11th January 2018**.

Concentrix : 53 Selects

| Sl No | Names | Branch | University | Sl No | Names | Branch | University |
|-------|----------------------|--------|------------|-------|------------------|-----------|------------|
| 1 | Nivedhitha Shaji | B.Com | RU | 28 | Manoj S | BBA | RU |
| 2 | Shalu Katoch | B.Com | RU | 29 | Shalini J | BBA | RU |
| 3 | Lakshmi Sing | B.Com | RU | 30 | Rachel Grace M | BBA | RU |
| 4 | A Varun | B.Com | RU | 31 | Priyanka S | BBA | RU |
| 5 | Krishna Kanth Sarode | B.Com | RU | 32 | Gandluru Almas | BBA | RU |
| 6 | Prince Godson | B.Com | RU | 33 | Sudhindra Mudhol | BBA | RU |
| 7 | Gaganashree R | B.Com | RU | 34 | Nikita Yadav | BCA | RU |
| 8 | Pooja B | B.Com | RU | 35 | Pooja TA | BCA | RU |
| 9 | Shobha YN | B.Com | RU | 36 | Bhavana B | BCA | RU |
| 10 | Swathi G | B.Com | RU | 37 | N Usha | BCA | RU |
| 11 | Ahamed Rajza | B.Com | RU | 38 | Varshitha K | BCA | RU |
| 12 | A Pawan | B.Com | RU | 39 | Ashutosh Singh | BCA | RU |
| 13 | Bhanu Priya M | B.Com | RU | 40 | Seema Taj | BCA | BU |
| 14 | Swetha | B.Com | RU | 41 | Ruksar Jaha | BCA | BU |
| 15 | Paromita Das | B.Com | RU | 42 | Sudarshan Y | BCA | RU |
| 16 | Robin Chaudhary | B.Com | RU | 43 | Priya H | BCA | RU |
| 17 | Tahir Hussain Laskar | B.Com | RU | 44 | Mariam Fathima | B.Sc (BT) | BU |



| | | | | | | | |
|----|------------------------|-------|----|----|-------------------|-------|----|
| 18 | Srishti Sharma | B.Com | RU | 45 | Bhavana Tiwari | M.Com | RU |
| 19 | Janhavi S | B.Com | RU | 46 | Kusha N | M.Com | RU |
| 20 | Lakshmisha CR | B.Com | RU | 47 | Sowmya | M.Com | RU |
| 21 | B Kushagra Nandha | B.Com | RU | 48 | Patil Pawan | MBA | RU |
| 22 | Vijay Sharma | B.Com | RU | 49 | Deeksha | MBA | RU |
| 23 | Srijana Priya Yadav | B.Com | RU | 50 | Sanjeev | MBA | RU |
| 24 | Bhanu Priya | B.Com | RU | 51 | Jyothi | M.Sc | RU |
| 25 | S Akash | BBA | RU | 52 | Roja Philip | M.Sc | RU |
| 26 | R Naveen Reddy | BBA | RU | 53 | | M.Sc | RU |
| 27 | B Girsh | BBA | RU | | | | |

Thank you all for your continuous support.

Thanks & Regards,

Dr. N Ramesh

Dean-Training & Placement, Planning

REVA University

Rukmini Knowledge Park, Kattigenahalli, Yelahanka,

Bengaluru 560 064, KARNATAKA, INDIA

Tel : 91 080 66226622

Mob: 91 9880514718 / **9900272598 (Naveen C)**

Email: placement@reva.edu.in

placement@revainstitution.org

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Date: April 22, 2018

S [REDACTED]

Internship Offer Letter

We are very pleased to offer you the position of **Research Associate Intern**. In the event you accept our offer, you will report to **Sunil Shriram, Business Operations Systems**. The purpose of this letter is to clarify the provision of the offer of employment. The details of your employment are stated below:

- Monthly Stipend of Rs. 15,000
- The anticipated work hours for this role are Monday through Friday, 9AM-5PM.
- As an intern you will be considered a "seasonal Team Member" and will not be eligible for company sponsored benefits including, but limited to, health insurance, life insurance, paid time off, paid holidays, or participation in the Company's retirement benefit plans.
- The anticipated duration of your internship is **June 03, 2019 through September 02, 2019**. This is subject to change at any time.

As a condition of employment, you will have to sign an Intellectual Property rights agreement. If this offer of employment is acceptable to you, please sign this letter and return it to our attention by end of day June 03, 2019. Further, During the course of employment with Forte Research Systems India Pvt Ltd you will have access to confidential/propriety information about Forte Research and its clients and its business transactions. You shall not, during the course of your employment with and 2 years after you have ceased to be in employment of Forte Research disclose such confidential/propriety information to any third party or any unauthorised person. All notes or propriety information acquired by you during your course of employment shall all times remain the property of Forte Research. Upon termination of your employment, you shall return all notes and any copies thereof that you may have obtained during the course of your employment with Forte Research.



Registered Office
Forte Research Systems India Pvt. Ltd.
2, (Ord No. 4), Prestige Emerald,
6th Floor, Madras Bank Road,
Lavelle Road, Bangalore - 560 001
Tel: (080) 6761 8400
www.forteresearch.com



On behalf of our team, we would be pleased to have you join us! We look forward to hearing from you.

Sincerely,

A handwritten signature in black ink, appearing to read "Vinay Kumar NV".

Vinay Kumar NV

Director, Human Resources and Administration

I understand this offer letter does not constitute a contract of employment. Employment with Forte Research Systems India Pvt. Ltd. is on an at-will basis. By my signature below, I accept the terms of the offer as listed above.

Date





Jyothi Rani

May 22, 2018

37, 1st main, 4th cross, Sri sai lake view layout,
Bangalore, India 560064

On behalf of Cerner Healthcare Solutions Private Limited ("Cerner"), I am pleased to offer you the position of Medical Billing Specialist in our RCM Services Organization in Bangalore. We believe your skills, aptitude, and interests are consistent with the outstanding opportunities for growth in this group.

Your position at Cerner is subject to a minimum probationary period of six (6) months. Your continued employment may be confirmed at the end of the probationary period if your performance is satisfactory. Your probationary period will count towards your continuous employment.

COMPENSATION

We are offering an Annual Guaranteed Cash of Rs. 3,00,000.

Cerner will deduct taxes at source as required by law. You will be responsible for your tax liabilities under applicable tax laws and regulations. Your CTC opportunity is Rs. 3,63,864 per annum. You will enjoy benefits and perquisites as detailed in the attachment. Cerner reserves the right to vary, amend and modify any item of the salary package without adversely affecting the total compensation. Compensation is regarded as confidential information and should not be disclosed to other employees. Your position at Cerner is a professional position that requires a significant level of responsibility, discretion and independent judgment. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure good results.

ASSOCIATE BENEFITS

Cerner offers a comprehensive program of benefits to address your physical, financial and emotional health. At Cerner, we believe the foundation for a successful career starts with a variety of options that meet your needs while supporting a healthy lifestyle.

A standard component of our benefits package is Personal Time Off. You will be entitled to 27 days of Personal Time Off each year to be used for vacation, illnesses and other personal reasons and 10 standard business holidays. Please access the [benefits brochure](#) for additional details.

EMPLOYMENT AGREEMENT

Cerner will spend a significant amount of time and money in training you as Cerner has established significant momentum in the development of client relationships, professional staff, systems development methodology, and proprietary software solutions. We regard these areas as the most important assets owned by Cerner. It is our intent to guard these assets closely. Therefore, every associate of Cerner is required to execute an Employment Agreement. This Agreement includes the terms of your employment relationship with Cerner, including without limitation, a covenant not to disclose confidential client and internal information, a covenant not to compete against Cerner during the term of the Agreement, a covenant not to solicit our associates, and establishes that, during the term of your employment, the benefits of your endeavors accrue to Cerner. A sample copy of this Employment Agreement has been made available for your review.

OFFER OF EMPLOYMENT

The purpose of this Invitation of Employment is to put in writing the specifics of our offer of employment to commence work with Cerner by June 11, 2018. This Invitation of Employment is contingent upon receipt of a satisfactory outcome of a background check and proceeds on the basis that information you provided is accurate.

(S.L.)





Please acknowledge and electronically accept this Invitation of Employment by May 24, 2018, after which date, this offer will expire. If you need more time to consider your options, simply let us know, and we can decide upon a mutually acceptable date within which you could confirm your acceptance of this Invitation of Employment. Please note that you will be required to submit an original, signed hard copy of this Invitation of Employment to the HR Service Center on the date of joining. We look forward to hearing from you.

Sincerely,

Muthurajkumar S
Team Lead | Senior Recruiting Partner

ACCEPTANCE

By signing this Invitation of Employment and reviewing the sample Employment Agreement and benefits brochure, you agree to and accept the terms and conditions of employment with Cerner. Please electronically acknowledge, print, sign and return all pages of this Invitation of Employment in person or by uploading a scanned copy to your Cerner Careers account. You will receive an official copy of the Employment Agreement with your new hire paperwork, which must be signed on or before your first day with Cerner.

Signature: _____
Roja Philip

Today's Date: _____

Sushma .M

May 22, 2018

Dear Sushma .M

#37, 1st main,4th cross,Sri sai lake view layout,,
Bangalore, India 560064

On behalf of Cerner Healthcare Solutions Private Limited ("Cerner"), I am pleased to offer you the position of Medical Billing Specialist in our RCM Services Organization in Bangalore. We believe your skills, aptitude, and interests are consistent with the outstanding opportunities for growth in this group.

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Sincerely,

Muthurajkumar S
Team Lead | Senior Recruiting Partner

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Signature: _____
Roja Philip

Today's Date: _____

Date: 12/06/2018

To,

Mr. Arumalla Bala Murali Reddy,

1121/3, Vinayaknagar 1st cross,

Near Bannimahalakali Temple,

Kampli- 583132.

Sub : offer letter for the post of Sales Executive

Dear Mr. Arumalla Bala Murali Reddy,

This has reference to your interview held with Mr. Partha Dubey, we are pleased to offer you the post of Sales Executive in our organisation to be initially based at Bangalore. You will be reporting to Mr. Hanisha A.N.

We are pleased to offer you a CTC of Rs. 18 lakhs p.a. approximately.

You are requested to join on or before 01/07/2018, failing which this offer letter stands cancelled.

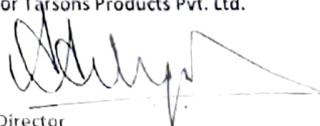
Your detailed appointment letter will be handed over to you, on the date of joining.

Kindly sign the duplicate copy of this offer letter, in token of the acceptance of the above offer.

Thanking you,

Yours Faithfully,

For Tarsons Products Pvt. Ltd.


Director





Tarsons Products Pvt. Ltd., Jasmine Tower, Suite 213, 31 Shakespeare Sarani, Kolkata - 700 017

Tel : ++91 33 2289 2952 to 55 Fax : ++91 33 2289 2956

Mail : info@tarsons.in CIN# U51109WB1983PTC036510

TGS/HRD/2018/JUN/23936
Jun 8 2018

Ms. Anusha V S

#81/A 2nd main SBM colony Anandhanagar

Bangalore
Karnataka
India
560024

Dear Ms. Anusha V S,

Welcome to Technosoft,

We are pleased to offer you the position and role of **Clinical Data Management**. We strongly believe that your competence, coupled with the opportunities at Technosoft will be a winning team.

Your compensation is shown in detail on the next page. A detailed appointment letter will be given to you on joining. Technosoft is a growing company, and we are dedicated to provide you opportunities for career development and advancement.

Please note that this offer is contingent upon the following:

1. Your acceptance of this letter.
2. Your ability to travel abroad for durations as required by the company and your role.
3. Providing a relieving letter from your previous employers.
4. Providing copies of educational and professional certificates.
5. Satisfactory background and reference check
6. Salary certificate from the last employer giving details of monthly and annual emoluments along with Form 16.
7. Proof of date of birth.
8. Five copies of your latest passport size photographs.
9. Photocopies of AADHAR PAN card & Passport.

We would be conducting a background and reference check either directly or through a third party. Please be aware that this offer and any subsequent appointment that you receive from Technosoft will stand cancelled if we decide that the background and reference check are not upto our expectations.

Please sign and return one copy of the offer letter to the undersigned. We would appreciate you joining us on or before **Jun 11 2018** else this offer letter will be invalid.

We look forward to a mutually rewarding and a long and fruitful association.

Sincerely,

Technosoft Global Services Private Limited


Jude Xavier
Vice President & Head – Human Resources

Read & Accepted:
Date:



| <u>Compensation Stack Up</u> | | | |
|------------------------------|-----------------------------|------------------|------------------|
| S.No. | Details | Monthly (in Rs.) | Annual (in Rs.) |
| 1 | Basic | | |
| 2 | HRA | 8024.00 | 96288.00 |
| 3 | Special Allowance | 4012.00 | 48144.00 |
| 4 | Conveyance | 2379.00 | 28548.00 |
| 5 | Medical Allowance | 1600.00 | 19200.00 |
| 6 | LTA | 1250.00 | 15000.00 |
| 7 | Bonus | 1337.00 | 16044.00 |
| | Gross | 1400.00 | 16800.00 |
| 8 | PF (Employer Contribution) | 20002.00 | 240024.00 |
| 9 | ESI (Employer Contribution) | 1973.00 | 23676.00 |
| | Total CTC | 22926.00 | 275116.00 |

1. House Rent Allowance

The eligibility is 50% of basic and one needs to submit proof of payment of rent by way of duly stamped rent receipts for allowing tax deductions.

2. Medical Reimbursement

While this amount will be paid off on a monthly basis, employees will have to produce receipts for claiming tax exemption at the end of the financial year. Expenses upto Rs.15,000/- in a financial year will be tax exempt. The medical expenses incurred should be for self and dependants only.

3. Leave Travel Allowance

The tax exemption is available twice in a block of four calendar years. The LTA exemption is available for actual costs incurred and is based on evidence furnished in support of claim.

4. Special Allowance

This is a taxable component of income however future tax saving options such as lunch reimbursement/coupons will be drawn out of this component. Tax saving options announced would entirely depend on the tax regulations from time to time announced by the IT Act.

5. Statutory Deductions

Provident fund, ESI employees' contribution and Professional tax, will be deducted on a monthly basis. Income tax will also be deducted on a monthly basis based on declaration given by the employees in the beginning of the financial year.

6. Insurance

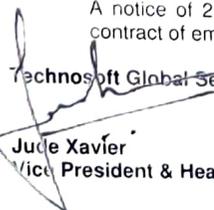
You will be eligible for Personal accidental Insurance of Rs.15,00,000. Premium would vary every year and will be deducted accordingly from monthly CTC.

7. Relocation

Relocation Benefit eligibility is subject to management approval & payable as per relocation policy of Technosoft. Prior Approval is required before Travel.

8. Notice Period

A notice of 2 weeks is applicable during the employment with the company by either party to terminate contract of employment.

Technosoft Global Services Private Limited

Jude Xavier
 Vice President & Head – Human Resources

Read & Accepted:
Date:

TGS/HRD/2018/JUN/23930
Jun 8 2018

Ms. Chaitra Shetty S

#36/B 8th cross 5th main krishnappa block RT nagar

Bangalore
Karnataka
India
560032

Dear Ms. Chaitra Shetty S,

Welcome to Technosoft,

We are pleased to offer you the position and role of **Clinical Data Management**. We strongly believe that your competence, coupled with the opportunities at Technosoft will be a winning team.

Your compensation is shown in detail on the next page. A detailed appointment letter will be given to you on joining. Technosoft is a growing company, and we are dedicated to provide you opportunities for career development and advancement.

Please note that this offer is contingent upon the following:

1. Your acceptance of this letter.
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3. Providing a relieving letter from your previous employers.
4. Providing copies of educational and professional certificates.
5. Satisfactory background and reference check
6. Salary certificate from the last employer giving details of monthly and annual emoluments along with Form 16.
7. Proof of date of birth.
8. Five copies of your latest passport size photographs.
9. Photocopies of AADHAR PAN card & Passport.

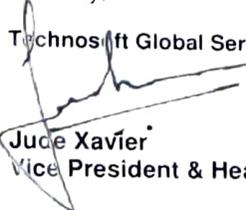
We would be conducting a background and reference check either directly or through a third party. Please be aware that this offer and any subsequent appointment that you receive from Technosoft will stand cancelled if we decide that the background and reference check are not upto our expectations.

Please sign and return one copy of the offer letter to the undersigned. We would appreciate you joining us on or before **Jun 11 2018** else this offer letter will be invalid.

We look forward to a mutually rewarding and a long and fruitful association.

Sincerely,

Technosoft Global Services Private Limited


Jude Xavier
Vice President & Head – Human Resources

Read & Accepted:
Date:





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|-----------------------|-----------------------------|------------------|------------------|
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| | Gross | 1400.00 | 16800.00 |
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| 9 | ESI (Employer Contribution) | 1973.00 | 23676.00 |
| | Total CTC | 951.00 | 11412.00 |
| | | 22926.00 | 275116.00 |

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- 3. Leave Travel Allowance**
The tax exemption is available twice in a block of four calendar years. The LTA exemption is available for actual costs incurred and is based on evidence furnished in support of claim.
- 4. Special Allowance**
This is a taxable component of income however future tax saving options such as lunch reimbursement/coupons will be drawn out of this component. Tax saving options announced would entirely depend on the tax regulations from time to time announced by the IT Act.
- 5. Statutory Deductions**
Provident fund, ESI employees' contribution and Professional tax, will be deducted on a monthly basis. Income tax will also be deducted on a monthly basis based on declaration given by the employees in the beginning of the financial year.
- 6. Insurance**
You will be eligible for Personal accidental Insurance of Rs.15,00,000. Premium would vary every year and will be deducted accordingly from monthly CTC.
- 7. Relocation**
Relocation Benefit eligibility is subject to management approval & payable as per relocation policy of Technosoft. Prior Approval is required before Travel.
- 8. Notice Period**
A notice of 2 weeks is applicable during the employment with the company by either party to terminate contract of employment.

Technosoft Global Services Private Limited


Jude Xavier
Vice President & Head – Human Resources

Read & Accepted:
Date:

May 31, 2018

Pavitra Korlahalli

C/o Dr. Ashwin Kulkarni, "Anugraha" building, Shan
Bangalore, India 580004

Dear Pavitra:

On behalf of Cerner Healthcare Solutions Private Limited ("Cerner"), I am pleased to offer you the position of Medical Billing Specialist in our RCM Services Organization in Bangalore. We believe your skills, aptitude, and interests are consistent with the outstanding opportunities for growth in this group.

Your position at Cerner is subject to a minimum probationary period of six (6) months. Your continued employment may be confirmed at the end of the probationary period if your performance is satisfactory. Your probationary period will count towards your continuous employment.

COMPENSATION

We are offering an Annual Guaranteed Cash of Rs. 3,00,000.

Cerner will deduct taxes at source as required by law. You will be responsible for your tax liabilities under applicable tax laws and regulations. Your CTC opportunity is Rs. 3,63,405 per annum. You will enjoy benefits and perquisites as detailed in the attachment. Cerner reserves the right to vary, amend and modify any item of the salary package without adversely affecting the total compensation. Compensation is regarded as confidential information and should not be disclosed to other employees. Your position at Cerner is a professional position that requires a significant level of responsibility, discretion and independent judgment. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure good results.

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A standard component of our benefits package is Personal Time Off. You will be entitled to 27 days of Personal Time Off each year to be used for vacation, illnesses and other personal reasons and 10 standard business holidays. Please access the [benefits brochure](#) for additional details.

EMPLOYMENT AGREEMENT

Cerner will spend a significant amount of time and money in training you as Cerner has established significant momentum in the development of client relationships, professional staff, systems development methodology, and proprietary software solutions. We regard these areas as the most important assets owned by Cerner. It is our intent to guard these assets closely. Therefore, every associate of Cerner is required to execute an Employment Agreement. This Agreement includes the terms of your employment relationship with Cerner, including without limitation, a covenant not to disclose confidential client and internal information, a covenant not to compete against Cerner during the term of the Agreement, a covenant not to solicit our associates, and establishes that, during the term of your employment, the benefits of your endeavors accrue to Cerner. A sample copy of this Employment Agreement has been made available for your review.

OFFER OF EMPLOYMENT

The purpose of this Invitation of Employment is to put in writing the specifics of our offer of employment to commence work with Cerner by June 11, 2018. This Invitation of Employment is contingent upon receipt of a satisfactory outcome of a background check and proceeds on the basis that information you provided is accurate.



Please acknowledge and electronically accept this Invitation of Employment by June 5, 2018, after which date, this offer will expire. If you need more time to consider your options, simply let us know, and we can decide upon a mutually acceptable date within which you could confirm your acceptance of this Invitation of Employment. Please note that you will be required to submit an original, signed hard copy of this Invitation of Employment to the HR Service Center on the date of joining. We look forward to hearing from you.

Sincerely,

Gautami Naik

Gautami Naik
Recruiter

ACCEPTANCE

By signing this Invitation of Employment and reviewing the sample Employment Agreement and benefits brochure, you agree to and accept the terms and conditions of employment with Cerner. Please electronically acknowledge, print, sign and return all pages of this Invitation of Employment in person or by uploading a scanned copy to your Cerner Careers account. You will receive an official copy of the Employment Agreement with your new hire paperwork, which must be signed on or before your first day with Cerner.

Signature: _____
Pavitra Korlahalli

Today's Date: _____

May 22, 2018

Roja Philip
37, 1st main, 4th cross, Sri sai lake view layout,,
Bangalore, India 560064

Dear Roja:

On behalf of Cerner Healthcare Solutions Private Limited ("Cerner"), I am pleased to offer you the position of Medical Billing Specialist in our RCM Services Organization in Bangalore. We believe your skills, aptitude, and interests are consistent with the outstanding opportunities for growth in this group.

Your position at Cerner is subject to a minimum probationary period of six (6) months. Your continued employment may be confirmed at the end of the probationary period if your performance is satisfactory. Your probationary period will count towards your continuous employment.

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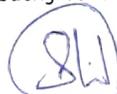
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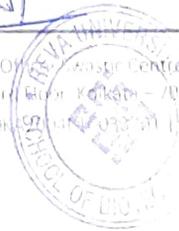
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Muthurajkumar S
Team Lead | Senior Recruiting Partner

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Signature: _____
Roja Philip

Today's Date: _____

May 22, 2018

SURAPURAJU SOWJANYA

#63, 1st main, 1st cross, babanagar
IAF post, bagalur cross, yelahanka
Bangalore, India 560063

Dear SURAPURAJU:

On behalf of Cerner Healthcare Solutions Private Limited ("Cerner"), I am pleased to offer you the position of Medical Billing Specialist in our RCM Services Organization in Bangalore. We believe your skills, aptitude, and interests are consistent with the outstanding opportunities for growth in this group.

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Sincerely,

Muthurajkumar S
Team Lead | Senior Recruiting Partner

ACCEPTANCE

By signing this Invitation of Employment and reviewing the sample Employment Agreement and benefits brochure, you agree to and accept the terms and conditions of employment with Cerner. Please electronically acknowledge, print, sign and return all pages of this Invitation of Employment in person or by uploading a scanned copy to your Cerner Careers account. You will receive an official copy of the Employment Agreement with your new hire paperwork, which must be signed on or before your first day with Cerner.

Signature: _____
SURAPURAJU SOWJANYA

Today's Date: _____

2017

Naveen C
Sr. Manager - Training & Placement
Mob: +91 9900272598

REVA UNIVERSITY | Rukmini Knowledge Park | Kattigenahalli | Yelahanka | Bengaluru | Karnataka 560 064



[Chat with me on Teams!](#)

From: Reshu Arora <Reshu.Arora@exlservice.com>

Sent: 28 December 2017 17:18

To: Naveen C <naveen.c@reva.edu.in>

Cc: Dr. N Ramesh <dir.planning@reva.edu.in>; Sarmistha Mazumder <Sarmistha.Mazumder@exlservice.com>; Raghu Kumar K N <Raghu.Kumar@exlservice.com>; Raju Shyamdhan Sharma <Raju.Sharma@exlservice.com>; Cheeran R. Patrick <Cheeran.Patrick@exlservice.com>; Nisha J V <Nisha.V@exlservice.com>; Nirmal Paramban <Nirmal.Paramban@exlservice.com>; Shilpa G. Netrakar <Shilpa.Netrakar@exlservice.com>

Subject: RE: Internship Requirement - 2018

Hi Naveen,

Thank you for all the support during the whole drive.

Please find below the list of candidates selected, can you ask them to come to EXL premises on Tuesday @ 11AM to complete documentation.

| Sr. No. | Candidate Name | Designation | Status | Date |
|---------|----------------|-------------|---------------|-------------|
| 1 | Netravathi M | Associate | To be offered | 16th Jan 18 |
| 2 | Jayanth Kumar | Associate | To be offered | 16th Jan 18 |
| 3 | A [REDACTED] | [REDACTED] | To be offered | 16th Jan 18 |
| 4 | Trupthi G | Associate | To be offered | 16th Jan 18 |
| 5 | Veda S | Associate | To be offered | 16th Jan 18 |
| 6 | Natesh | Associate | To be offered | 16th Jan 18 |
| 7 | Sandhya P | Associate | To be offered | 16th Jan 18 |
| 8 | Nayan | Associate | To be offered | 16th Jan 18 |
| 9 | Naveen Kumar | Associate | To be offered | 16th Jan 18 |
| 10 | Akash N M | Associate | To be offered | 2nd Jan 18 |
| 11 | Dharshan B | Associate | To be offered | 2nd Jan 18 |

Request you to please make sure they carry photo copies of all the below mentioned documents:

1. All educational certificates followed by degree certificates(10th, 12th, Gradation and post-graduation).
2. Aadhar Card and Pan card copy

Thank you
Reshu

From: Naveen C [mailto:naveen.c@reva.edu.in]

Sent: Tuesday, December 26, 2017 9:36 AM

To: Shilpa G. Netrakar <Shilpa.Netrakar@exlservice.com>

Cc: Dr. N Ramesh <dir.planning@reva.edu.in>; Sarmistha Mazumder <Sarmistha.Mazumder@exlservice.com>; Raghu Kumar K N <Raghu.Kumar@exlservice.com>; Raju Shyamdhan Sharma <Raju.Sharma@exlservice.com>; Cheeran R. Patrick <Cheeran.Patrick@exlservice.com>; Nisha J V <Nisha.V@exlservice.com>; Nirmal Paramban





| PERSONAL DATA FORM (Brief) | | | | | |
|---|------|-----------------------------|---|----------------|--|
| Name of Candidate: BHAVANA TIWARI | | | | | |
| Position Applied For: | | | Source (Please Indicate Source): | | |
| Yrs in current employment: | | | Yrs of work experience: | | |
| Date of Birth : | Age: | Sex: | Nationality: | Work Location: | |
| 09-02-1995 | 23 | FEMALE | INDIAN | | |
| Father's Name / Occupation: | | Mother's Name/ Occupation: | Marital Status: | | |
| GHANSHYAM TIWARI POLICE OFFICER | | POONAM TIWARI HOUSE WIFE | . Married . Single <input checked="" type="checkbox"/> | | |
| Home Phone: | | Office Phone: | | Mobile: | |
| 8867802565 | | | | 9036209321 | |
| E-mail address: B. bhavnatiwari41@gmail.com. | | | | | |
| Languages Known to Read and Write (underline mother tongue): HINDI, ENGLISH, TELUGU | | | | | |

Residential Addresses

Address : **415, 14 MAIN, 2nd CROSS DEAD END VINAYAKA NAGAR NEAR BY VINAYAKA PUBLIC SCHOOL. BAGLUR CROSS, BANAGLORE PIN : 560063.**

Period of Stay: **04 YEAR.**

| PRE - INTERVIEW QUESTIONNAIRE |
|---|
| 01. Are you currently employed? If yes, where..... Ans: NO |
| 02. What are your responsibilities/duties in your current assignment? Ans: |
| 03. What technical skills/knowledge areas are you good at? Ans: M.S OFFICE, TALLY ERP.9 |
| 04. Do you have any other skills/knowledge that we should know? Ans: |
| 05. What are your strengths? Ans: Confidence, Communication |
| 06. What frustrates you the most in your current job? Ans: |
| 07. Why do you want to leave your current employer? Ans: |

08. What aspects of your job, if changed, will make you stay with your present job?
Ans:

09. List down your developmental areas?
Ans: Accounting, Finance, Taxation.

10. What approach has been most effective in getting the best from you?
Ans:

11. Where would you expect to be in your career in the coming two to three years?
Ans: Expecting myself as a team lead with handling 10 to 15 members in a team.

12. How will the role at Karvy fit into your career aspiration? Please explain
Ans: This will be the Best step of my career growth and will help me to explore me to the corporate life.

13. What has been your most significant achievement so far?
Ans:

14. What has been the most difficult decision that you had to make in your job or life?
Ans: To leave my home town & come to Bangalore for Education.

15. Do you know anybody in Karvy?(If yes, please provide the Name & relationship)
Ans:

16. What mode of transport do you use to commute to office?
Ans: Scooty, BMTC Transport.

17. If made an offer by Karvy, how quickly can you join?
Ans: With in 15 days.

Professional References (Mandatory)

- Candidates with experience to give reference of their supervisors/seniors in their previous employment
- Candidate with no experience can give references of fellow professionals, teachers, Relatives, etc.

| S.No. | Referral Name | Organization | Designation | Contact No. |
|-------|---------------|-----------------|-------------------|-------------|
| 1 | NAVEEN. | Reva university | placement officer | 9900202598 |
| 2 | Narash Babu | Reva university | professor | 9731238455 |

Declaration:

I hereby declare that the above given information is true and correct to the best of my knowledge (In event of employment if any information is found to be untrue, employment will be terminated without notice).

Bhavana
Tiwari 23rd March 2018.
(Applicant's Signature & Date)



भारत सरकार
GOVERNMENT OF INDIA

భావన తివారీ

Bhavana Tiwari

పుట్టిన తేదీ/ DOB: 09/02/1995

స్త్రీ / FEMALE



3793 7610 7569

ఆధార్-సామాన్యమానవుడి హక్కు.



भारतीय विशिष्ट पहचान प्राधिकरण
UNIQUE IDENTIFICATION AUTHORITY OF INDIA

చిరునామా:

Address:

D/O ఘనశ్యాం తివారీ క్రితం నో.

D/O Ghanshyam Tiwari, Q No. 313,
police head quarters, S.P Office,
Khammam, Khammam,
Andhra Pradesh - 507001

303, పోలీసు హెడ్ క్వార్టర్స్,

యస్.పి. ఆఫీసు, ఖమ్మం, ఖమ్మం,

ఆంధ్ర ప్రదేశ్ - 507001

3793 7610 7569

Aadhaar - Aam Admi ka Adhikar

2018

RE: Shortlisted with CBSI

Anand Kumar <anandk@cbsiglobal.com>

Wed 16-05-2018 19:03

To: Naveen C <naveen.c@reva.edu.in>

Cc: Naveen E <naveene@cbsiglobal.com>

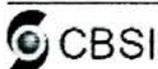
Hi Naveen,

Please find below the student have been shortlisted for the Final/Business Round of discussion with the client, we would keep you posted on the actual date shortly.

| SL No | Candidates Name | Contact # | E-Mail Address | College |
|-------|-----------------|------------|----------------|--------------|
| 33 | [REDACTED] | 9888760000 | [REDACTED] | [REDACTED] t |



Thanks & Regards,
Anand Kumar D R
Delivery Manager - Talent Acquisition



CBSI India Pvt. Ltd
(Formerly known as **Synova**)
Ground Floor, Sagar Complex, 39/2,
Bannerghatta Road, Bangalore - 560029
Tel No. - 080 40254333 | Mob - 8310390029
India | US | China | Brazil | Singapore

From: Naveen E
Sent: 23 April 2018 18:14
To: naveen.c@reva.edu.in
Cc: Anand Kumar <anandk@cbsiglobal.com>
Subject: Shortlisted with CBSI

Dear Naveen,

It was an immense pleasure that we are the Part of REVA Campus Hiring.

Really appreciate your valuable support for the drive happened on 20th Apr 2018 i.e. Friday.

Request you to inform to your candidates who has been shortlisted from REVA University.



Kudos to Concentrix Selects!!

REVA Placements <placement@reva.edu.in>

Fri 12 01 2018 10:20

To: All <all@reva.edu.in>;all@revainstitution.org <all@revainstitution.org>

Cc: Dr. P Shyamaraju <chancellor@reva.edu.in>;Dr. Kulkarni S Y <vc@reva.edu.in>;Registrar REVA University <registrar@reva.edu.in>;Dr. N Ramesh <dir.planning@reva.edu.in>;Dr. Beena G <beena@reva.edu.in>;Dr. Shubha A <dir.comm@reva.edu.in>;P S Venkataramu <director_iqac@reva.edu.in>;Dr.K S Narayanaswamy <dir.me@reva.edu.in>;Dr.Rajashekar Mandi <dir.eee@reva.edu.in>;Dr.Rajashekar C.Biradar <dir.ece@reva.edu.in>;Dr.Ramalinga Reddy <dir.ce@reva.edu.in>;Dr.S S Manvi <dir.cit@reva.edu.in>;Dr.Senthil <dir.csa@reva.edu.in>;Dr. Vishwanath J <principalrims@revainstitution.org>

Respected All,

Greetings of the day from **Placement Team!!**

We are happy to announce the list of selected students for the "**Concentrix**" Campus drive, which we had on **11th January 2018**.

Concentrix : 53 Selects

| Sl No | Names | Branch | University | Sl No | Names | Branch | University |
|-------|----------------------|--------|------------|-------|------------------|-----------|------------|
| 1 | Nivedhitha Shaji | B.Com | RU | 28 | Manoj S | BBA | RU |
| 2 | Shalu Katoch | B.Com | RU | 29 | Shalini J | BBA | RU |
| 3 | Lakshmi Sing | B.Com | RU | 30 | Rachel Grace M | BBA | RU |
| 4 | A Varun | B.Com | RU | 31 | Priyanka S | BBA | RU |
| 5 | Krishna Kanth Sarode | B.Com | RU | 32 | Gandluru Almas | BBA | RU |
| 6 | Prince Godson | B.Com | RU | 33 | Sudhindra Mudhol | BBA | RU |
| 7 | Gaganashree R | B.Com | RU | 34 | Nikita Yadav | BCA | RU |
| 8 | Pooja B | B.Com | RU | 35 | Pooja TA | BCA | RU |
| 9 | Shobha YN | B.Com | RU | 36 | Bhavana B | BCA | RU |
| 10 | Swathi G | B.Com | RU | 37 | N Usha | BCA | RU |
| 11 | Ahamed Rajza | B.Com | RU | 38 | Varshitha K | BCA | RU |
| 12 | A Pawan | B.Com | RU | 39 | Ashutosh Singh | BCA | RU |
| 13 | Bhanu Priya M | B.Com | RU | 40 | Seema Taj | BCA | BU |
| 14 | Swetha | B.Com | RU | 41 | Ruksar Jaha | BCA | BU |
| 15 | Paromita Das | B.Com | RU | 42 | Sudarshan Y | BCA | RU |
| 16 | Robin Chaudhary | B.Com | RU | 43 | Priya H | BCA | RU |
| 17 | Tahir Hussain Laskar | B.Com | RU | 44 | Mariam Fathima | B.Sc (BT) | BU |



| | | | | | | | |
|----|------------------------|-------|----|----|-------------------|-------|----|
| 18 | Srishti Sharma | B.Com | RU | 45 | Bhavana Tiwari | M.Com | RU |
| 19 | Janhavi S | B.Com | RU | 46 | | | RU |
| 20 | Lakshmisha CR | B.Com | RU | 47 | Sowmya | M.Com | RU |
| 21 | B Kushagra Nandha | B.Com | RU | 48 | Patil Pawan | MBA | RU |
| 22 | Vijay Sharma | B.Com | RU | 49 | Deeksha | MBA | RU |
| 23 | Srijana Priya Yadav | B.Com | RU | 50 | Sanjeev | MBA | RU |
| 24 | Bhanu Priya | B.Com | RU | 51 | Jyothi | M.Sc | RU |
| 25 | S Akash | BBA | RU | 52 | Roja Philip | M.Sc | RU |
| 26 | R Naveen Reddy | BBA | RU | 53 | Joshitha R | MCA | RU |
| 27 | B Girsh | BBA | RU | | | | |

Thank you all for your continuous support.

Thanks & Regards,

Dr. N Ramesh

Dean-Training & Placement, Planning

REVA University

Rukmini Knowledge Park, Kattigenahalli, Yelahanka,

Bengaluru 560 064, KARNATAKA, INDIA

Tel : 91 080 66226622

Mob: 91 9880514718 / **9900272598 (Naveen C)**

Email: placement@reva.edu.in

placement@revainstitution.org

Disclaimer: The information transmitted, including attachments, is intended only for the person(s) or entity to which it is addressed and may contain confidential and/or privileged material. Any review, re-transmission, dissemination or other use of, or taking of any action in reliance upon this information by persons or entities other than the intended recipient is prohibited. If you received this in error, please contact the sender and destroy any copies of this information





| PERSONAL DATA FORM (Brief) | | | | | |
|--|------|-----------------------------|----------------------------------|---|--|
| Name of Candidate: SOUGANDH SOJAY M M | | | | | |
| Position Applied For: | | | Source (Please Indicate Source): | | |
| Yrs in current employment: | | | Yrs of work experience: | | |
| Date of Birth : | Age: | Sex: | Nationality: | Work Location: | |
| 12/09/1995 | 22 | Male | INDIAN | | |
| Father's Name / Occupation: | | Mother's Name / Occupation: | | Marital Status: | |
| V-S. MRUTHYUNJAYA GOVERNMENT EMPLOYEE | | SOMANAM HOUSEWIFE | | . Married <input type="checkbox"/> Single <input checked="" type="checkbox"/> | |
| Home Phone: | | Office Phone: | | Mobile: | |
| 080-23643436 | | | | 8105295401 | |
| E-mail address: sougandh.mm@gmail.com | | | | | |
| Languages Known to Read and Write (underline mother tongue): KANNADA, ENGLISH, HINDI | | | | | |
| Residential Addresses | | | | | |
| Address : # 6 B. "SOJANYA" OPP U.S.A APARTMENT THINDLU, VIDYARANYAPURA BANGALORE | | | | | |
| Period of Stay: | | | | | |

| PRE - INTERVIEW QUESTIONNAIRE |
|---|
| 01. Are you currently employed? If yes, where..... Ans: No. |
| 02. What are your responsibilities/duties in your current assignment? Ans: |
| 03. What technical skills/knowledge areas are you good at? Ans: M.S OFFICE. |
| 04. Do you have any other skills/knowledge that we should know? Ans: |
| 05. What are your strengths? Ans: COMMUNICATION, CONFIDENCE. |
| 06. What frustrates you the most in your current job? Ans: |
| 07. Why do you want to leave your current employer? Ans: |

| |
|--|
| 08. What aspects of your job, if changed, will make you stay with your present job? Ans: |
| 09. List down your developmental areas? Ans: ACCOUNTING |
| 10. What approach has been most effective in getting the best from you? Ans: |
| 11. Where would you expect to be in your career in the coming two to three years? Ans: EXPECTING MYSELF AS A TEAMLEAD OR FINANCE ANALYST. |
| 12. How will the role at Karvy fit into your career aspiration? Please explain Ans: FIRST STEPPING STONE IN MY CAREER. |
| 13. What has been your most significant achievement so far? Ans: |
| 14. What has been the most difficult decision that you had to make in your job or life? Ans: |
| 15. Do you know anybody in Karvy?(If yes, please provide the Name & relationship) Ans: NO. |
| 16. What mode of transport do you use to commute to office? Ans: BIKE. |
| 17. If made an offer by Karvy, how quickly can you join? Ans: WITH IN 10 - 15 DAYS. |

Professional References (Mandatory)

- Candidates with experience to give reference of their supervisors/seniors in their previous employment
- Candidate with no experience can give references of fellow professionals, teachers, Relatives, etc.

| S.No. | Referral Name | Organization | Designation | Contact No. |
|-------|-------------------|-----------------|-------------------|-------------|
| 1 | Prof. NARESH BABU | REVA UNIVERSITY | ASST. PROFESSOR | 9731238455 |
| 2 | NAVEEN | REVA UNIVERSITY | PLACEMENT OFFICER | 9900272598 |

Declaration:

I hereby declare that the above given information is true and correct to the best of my knowledge (In event of employment if any information is found to be untrue, employment will be terminated without notice).

Sgl 23/03/2018
(Applicant's Signature & Date)



ಭಾರತ ಸರ್ಕಾರ
GOVERNMENT OF INDIA



ಸೌಗಂದ್ ಸುಜಯ್ ಎಂ ಎಂ
Sougandh Suraj M M
ಹುಟ್ಟಿದ ವರ್ಷ Year of Birth 1995
ಪುರುಷ Male



6837 4182 7033

ಆಧಾರ್ - ಶ್ರೀಸಾಮಾನ್ಯನ ಅಧಿಕಾರ



ಭಾರತೀಯ ವಿಶಿಷ್ಟ ಗುರುತು ಪ್ರಾಧಿಕಾರ
UNIQUE IDENTIFICATION AUTHORITY OF INDIA

ವಿಳಾಸ: ೬/ಬಿ ಎನ್ ಸೌಜಯ್ಯಪುರ, #
೬-ಬಿ, ಸೌಜಯ್ಯ, ಯುಎಸ್ಎ ಅಪಾರ್ಟ್ಮೆಂಟ್
ಎದುರು ತಿಂಡ್ಲು, ವಿದ್ಯಾರಣ್ಯಪುರ,
ವಿದ್ಯಾರಣ್ಯಪುರ, ಬೆಂಗಳೂರು, ಕರ್ನಾಟಕ,
560097

Address: ೬/ಬಿ ಎನ್ ಸೌಜಯ್ಯಪುರ,
6-B, SOUJANYA, OPP. USA
APARTMENT, THINDLU,
VIDYARANYAPURA,
Vidyaranyapura, Bangalore,
Karnataka, 560097



+500 180 1947



help@uidai.gov.in



www.uidai.gov.in



PO Box No 1947,
Bangalore-560 001

2017

Naveen C
Sr. Manager - Training & Placement
Mob: +91 9900272598

REVA UNIVERSITY | Rukmini Knowledge Park | Kattigenahalli | Yelahanka | Bengaluru | Karnataka 560064



[Chat with me on Teams!](#)

From: Reshu Arora <Reshu.Arora@exlservice.com>

Sent: 28 December 2017 17:18

To: Naveen C <naveen.c@reva.edu.in>

Cc: Dr. N Ramesh <dir.planning@reva.edu.in>; Sarmistha Mazumder <Sarmistha.Mazumder@exlservice.com>; Raghu Kumar K N <Raghu.Kumar@exlservice.com>; Raju Shyamdhan Sharma <Raju.Sharma@exlservice.com>; Cheeran R. Patrick <Cheeran.Patrick@exlservice.com>; Nisha J V <Nisha.V@exlservice.com>; Nirmal Paramban <Nirmal.Paramban@exlservice.com>; Shilpa G. Netrakar <Shilpa.Netrakar@exlservice.com>

Subject: RE: Internship Requirement - 2018

Hi Naveen,

Thank you for all the support during the whole drive.

Please find below the list of candidates selected, can you ask them to come to EXL premises on Tuesday @ 11AM to complete documentation.

| Sr. No. | Candidate Name | Designation | Status | Date |
|---------|----------------|-------------|---------------|-------------|
| 1 | Netravathi M | Associate | To be offered | 16th Jan 18 |
| 2 | Jayanth Kumar | Associate | To be offered | 16th Jan 18 |
| 3 | Amar B R | Associate | To be offered | 16th Jan 18 |
| 4 | Trupthi G | Associate | To be offered | 16th Jan 18 |
| 5 | Veda S | Associate | To be offered | 16th Jan 18 |
| 6 | Natesh | Associate | To be offered | 16th Jan 18 |
| 7 | Sandhya P | Associate | To be offered | 16th Jan 18 |
| 8 | Nayan | Associate | To be offered | 16th Jan 18 |
| 9 | Naveen Kumar | Associate | To be offered | 16th Jan 18 |
| 10 | | | To be offered | 2nd Jan 18 |
| 11 | Dharshan B | Associate | To be offered | 2nd Jan 18 |

Request you to please make sure they carry photo copies of all the below mentioned documents:

1. All educational certificates followed by degree certificates(10th, 12th, Gradation and post-graduation).
2. Aadhar Card and Pan card copy

Thank you
Reshu

From: Naveen C [mailto:naveen.c@reva.edu.in]

Sent: Tuesday, December 26, 2017 9:36 AM

To: Shilpa G. Netrakar <Shilpa.Netrakar@exlservice.com>

Cc: Dr. N Ramesh <dir.planning@reva.edu.in>; Sarmistha Mazumder <Sarmistha.Mazumder@exlservice.com>; Raghu Kumar K N <Raghu.Kumar@exlservice.com>; Raju Shyamdhan Sharma <Raju.Sharma@exlservice.com>; Cheeran R. Patrick <Cheeran.Patrick@exlservice.com>; Nisha J V <Nisha.V@exlservice.com>; Nirmal Paramban



BHARATH
[Skip to main content.](#)

Job Offer Accepted

Mar 29, 2022

Bharath N

#595 A Kateramma temple street
Opp Gym
DEVANAHALLI - 562110
Bangalore

SUBJECT: OFFER OF EMPLOYMENT WITH OCWEN FINANCIAL SOLUTIONS PRIVATE LIMITED

Dear **Bharath N**,

Consequent to the interviews, which you have had with Ocwen Financial Solutions Private Limited, we would like to make you the offer for the position of "**Specialist, Reverse Mortgage Servicing**". The employment will take effect on **Apr 28, 2022**.

You will be designated, as "**Specialist, Reverse Mortgage Servicing**" and your initial posting will be in **Bangalore Pritech 2**.

The terms and conditions governing this employment are given in the Employment Agreement, Employee Intellectual Property Agreement and the details of your compensation and benefits are given in Appendix A. This is just an offer letter and is subject to satisfactory reference and Background verification checks.

You are required to sign a copy of the agreement by "**Mar 29, 2022**" as an indication of your accepting the offer of employment.

We look forward to having you on board effective **Apr 28, 2022**.

Regards,

Austin Thomas
Director, Recruiting & Corporate Training

EMPLOYEE INTELLECTUAL PROPERTY AGREEMENT

This EMPLOYEE INTELLECTUAL PROPERTY AGREEMENT (this "Agreement") is made by and between Ocwen Financial Solutions Private Limited, a company registered under the provisions of the Companies Act, 1956, having its principal place of business at Pritech Park, Block 12, Unit 2, 5B & 6A Floors, Bellandur Village, Sarjapur Marathahalli Ring Road, Bangalore- 560103, Karnataka, India ("Ocwen"), and **Bharath N**

In consideration of my employment by Ocwen, and the wages or salary and other employee benefits in compensation for my services, I agree that:

1. For the purpose of this Agreement, the following words shall have the following meanings:
2. "Affiliate" shall mean any person or entity directly or indirectly controlled by, controlling or under common control with a party.
3. "Confidential Information" means information which is disclosed to me, known by me, or generated by me as a consequence of or related to my employment with Ocwen, which is not publicly known outside Ocwen or its Affiliates, and which relates to the existing or reasonably contemplated scope of Ocwen's business (or the business of its Affiliates and/or clients) at the time such information is disclosed to me, known by me, or generated by me. "Confidential Information" is intended to include, but is not limited to, trade secrets, inventions, processes, formulas, systems, computer programs, plans, programs, studies, techniques and business information. For avoidance of doubt, Confidential Information shall include information that is provided to Ocwen or its Affiliates by clients of Ocwen or its Affiliates.
4. "Developments" shall be defined as all inventions, whether or not patentable, Confidential Information, computer programs, copyright works, algorithms, processes, patents (and applications therefor), trademarks (and applications therefor) and other intellectual property (collectively, "Works") that (1) are made, conceived, reduced to practice, or authored by me, alone or jointly with others, while employed by Ocwen, whether or not during normal business hours or on Ocwen's (or its Affiliates') premises, that are within the existing or reasonably contemplated scope of Ocwen's business (at the time such Works are made, conceived, reduced to practice or authored) or of the business of Ocwen's Affiliates (at the time such Works are made, conceived, reduced to practice, or authored), or which result from or are suggested by any work I or others may do for or on behalf of Ocwen or its Affiliates; (2) arise from, are based on, or otherwise incorporate or utilize Confidential Information; or (3) are made, conceived, reduced to practice, or authored by me during my employment with Ocwen during business hours or using Ocwen's (or its Affiliates') equipment whether related or unrelated to Ocwen's business or the business of its Affiliates. Notwithstanding anything to the contrary contained in this Agreement, any Works of which I have already conceived prior to my employment with Ocwen (whether or not relating to the business of Ocwen or its Affiliates) shall be excluded from the definition of Developments, if such Works are identified in a writing attached to this Agreement.
5. I will not disclose or induce Ocwen or its Affiliates to use confidential information or trade secrets of others, unless authorized by the owner.
6. During my employment with Ocwen and thereafter, I will treat all Confidential Information as secret and confidential and I will never use or disclose or authorize anyone else to use or disclose such Confidential Information except as is expressly permitted by Ocwen or its Affiliates in performance of my designated duties to Ocwen or its Affiliates. I will diligently protect all Confidential Information against

loss by inadvertent or unauthorized use or disclosure. I have no right to use Confidential Information after my employment with Ocwen terminates.

7. All Developments are the property of Ocwen or its Affiliates (as determined by Ocwen) and deemed works made for hire, to the extent applicable. To the extent any Developments and the rights therein do not become the property of Ocwen or its Affiliates by operation of law, I will assign and hereby do irrevocably and perpetually assign to Ocwen all my rights to such Developments in all countries as of the time such rights arise, understanding that Ocwen may be under an obligation to assign such rights to another entity. I agree that I will execute all documentation necessary to document the assignment to Ocwen (or such other entity as specified by Ocwen) of all rights, title and interest in any Developments.
5. No provision in this Agreement is intended to require assignment of any of my rights in a Work (a) in which no equipment, supplies, facilities, or Confidential Information of Ocwen was used, (b) that was developed entirely on my own time and not on or at any Ocwen premises or the premises of an Ocwen Affiliate, (c) that does not relate to the business of Ocwen (or its Affiliates) or to the actual or anticipated research or development of Ocwen or its Affiliates (at the time such Work is made, conceived, or authored), and (d) that does not result from any work performed by me for Ocwen. Nothing contained in this Agreement is intended to prevent me from using, after termination of my employment with Ocwen, any of my general skills, knowledge, talent, and expertise that I currently have or may develop during my employment with Ocwen.
6. I will promptly submit to the Ocwen Law Department written disclosures of all Developments, whether or not patentable, which are made or conceived by me, alone or jointly with others, while I am employed by Ocwen. If I make, conceive, or develop any Work during my employment for which I do not know whether such Work falls within the existing or reasonably contemplated scope of Ocwen's or its Affiliates' business (at the time such Work is made, conceived, or authored), I will promptly submit to the Ocwen Law Department a written disclosure of such Work so that Ocwen, in its sole reasonable judgment, can determine in good faith whether such Work is a Development.
7. Upon request by Ocwen or its Affiliates, at any time during my employment with Ocwen and thereafter, I will:
 8. submit to the Ocwen Law Department written disclosures of all Developments made, conceived, or authored by me, alone or jointly with others, while employed by Ocwen; and
 9. provide proper assistance and review and execute all papers deemed by Ocwen to be necessary to effectuate the intentions of the parties expressed in this Agreement and to develop and preserve legal protection for all Developments in the name of Ocwen (or its Affiliates as determined by Ocwen) without any compensation in addition to the compensation received from Ocwen during my employment with Ocwen except as required by law.
10. All written materials and other tangible objects, including copies, made or compiled by me or made available to me in the course of my employment, shall be the property of Ocwen or its Affiliates and shall be delivered to Ocwen upon termination of my employment or at any other time upon request.
11. The law of India will govern the interpretation, validity and effect of this Agreement without regard to its place of execution or its place of performance. Should I violate this Agreement, inadvertently or otherwise, I acknowledge that irreparable harm will result to Ocwen and its Affiliates, and that Ocwen and its Affiliates shall be entitled to any remedy, legal or equitable, to correct any harm which results from such violation.
12. This Agreement may not be superseded, amended, or modified except by either (a) a written agreement signed by me and a senior vice president of Ocwen or above; or (b) if permitted by law, the issuance of a

new or updated official Ocwen policy relating to the subject of this Agreement that is communicated to me via any reasonable medium (including without limitation via electronic mail), which I agree becomes effective by my continued employment at Ocwen after receiving actual or constructive notice of such policy.

13. If any provision of this Agreement is held to be unenforceable for any reason, such provision shall be conformed to prevailing law rather than voided, if possible, in order to achieve the intent of the parties to the extent possible. In any event, if any provision of this Agreement is voided, all other provisions of this Agreement shall be deemed valid and enforceable to the fullest extent possible. If Ocwen decides not to exercise any of its rights under this Agreement or to take no action, against any violation, such decision shall not affect the exercise of such right or taking of any action at another time.
14. There is no agreement or restriction which prevents the performance of my duties under this Agreement, except an agreement with _____ a copy of which is attached hereto. (If there is none, insert "no exception".)

I acknowledge that I have read and that I understand this Agreement. I understand that to the extent applicable this Agreement remains in effect following my employment with Ocwen. I also understand this Agreement is legally binding upon me and upon my heirs and that this Agreement may be transferred by Ocwen to any of its successors or assigns at any time and without my consent or any notice to me.

By: _____

Date:

Accepted by Ocwen Financial Solutions Private Limited:

BY: Austin Thomas

Date: **Mar 29,
2022**

TITLE : Director, Recruiting & Corporate Training

EMPLOYMENT AGREEMENT

This Employment Agreement ("Agreement") is by and between Ocwen Financial Solutions Private Limited ("the Company") and **Bharath N** ("you / Employee"), and is effective from the Employee's date of joining the Company and no later than **Apr 28, 2022** and is made with reference to the following:

The Company desires to employ the services of the Employee, and the Employee is willing to be so employed by the Company.

The terms and conditions of this Agreement are as follows:

1. **EMPLOYMENT**

The Company hereby employs you, legally known **Bharath N** and you accept such employment with the Company commencing on the date mentioned above and contingent to the terms and conditions pertaining to the employment, as given below.

2. **DATE OF BIRTH**

The date of birth declared by you is **Nov 06, 1993** and you will be bound by such date of birth in all service and working conditions with the Company.

3. **DUTIES AND SERVICES**

4. **Duties:** You shall be designated as "**Specialist, Reverse Mortgage Servicing**" for Ocwen Financial Solutions Private Limited. In the performance of your duties, you shall report directly to your **Manager, Reverse Mortgage Servicing** or any other person that the Company may, in its sole and absolute discretion from time to time designate.

5. **Exclusive Services:** You are expected at all times faithfully, assiduously and to the best of your ability, experience and talent, perform to the Company's satisfaction, all of the duties that may be assigned to you, from time to time. While you are in employment with the Company, you will not engage in any other employment, business or activity without the written consent of the Company. While you render services to the Company, you also will not assist any person or organization in competing with the Company or in hiring any employees of the Company. Prior to executing this Agreement and beginning employment with the Company you are expected to be officially relieved from all employment obligations from any prior employers. To the extent you have not been officially relieved by all prior employers, your employment with the Company will be void ab initio and the Company will have no further obligations pursuant to this Agreement.

6. **PLACE OF POSTING**

While your initial posting will be in **Bangalore Pritech 2** you may at any time be required to travel within India or overseas to perform work or take up assignments. In case of travel on Company business, or your deputation, or travel in connection with your transfer, you will be entitled to be reimbursed for such travel expenses / allowance as may be applicable to an employee in your position at that time subject to the Company's travel reimbursement policy in effect at the time reimbursement is sought.

You may also at any time, be seconded/transferred to or re-appointed in any of Ocwen Financial Solutions Private Limited's subsidiary companies or joint venture companies, as may be formed, on the same terms and conditions as at the time of your secondment/transfer/re-appointment. In such an event you will be required to observe and comply with policies and regulations of the Company to which you are seconded/transferred/re-appointed.

5. **COMPENSATION AND BENEFITS**

During the term of the employment, the Company shall pay to you the compensation and benefits stated in Appendix A of this Agreement and it is agreed that you will accept the same as payment in full, for all services rendered by you to or for the benefit of the Company in your capacity as **Specialist, Reverse Mortgage Servicing**. All forms of compensation referred to in this Agreement are subject to deduction of applicable withholding and payroll taxes as may be governed by the laws in force.

6. PROBATION

You will be on probation for a minimum period of 6 (six) months commencing from your date of joining the Company. If your performance is found satisfactory, at the end of your probation period, you will be confirmed in the services of the Company as per applicable terms and conditions. The probation period may be extended by a further period of up to three (3) months at the sole discretion of the Company. During the probation period, either party may terminate this Agreement by giving the other party 15 (fifteen) days prior written notice and without assigning any reason. The notice pay that you will be required to pay the Company in lieu of such notice shall be computed on the monthly Gross Salary component only or prorated basis and the amount so recovered, shall be inclusive of all applicable taxes. You will not be entitled to any severance payment as a consequence of termination of employment during the probation period. Employees are eligible to avail leaves after satisfactory completion of one month from the date of joining.

On completion of your probation period, your employment with the company will be deemed confirmed and you will continue to be governed by the terms of your employment agreement. In case of extension of probation period the Company will issue a formal letter to notify the period of extension.

7. TERMINATION

8. Termination for Breach of Code of Conduct

The Company may terminate this Agreement at any time for breach of Code of Conduct with immediate effect, without giving any notice of termination to you, and without paying you any severance. The Code of Conduct shall be deemed as having been breached by any or all of the following:

- Police arrest for, or entry of a plea of guilty in a court of competent jurisdiction for any crime involving moral turpitude or offences punishable by imprisonment;
- Commission of an act of fraud, whether prior to or subsequent to the date of employment;
- Continuing, repeated or willful failure or refusal to perform agreed duties in the Company;
- Gross negligence, insubordination or violation of any duty of loyalty to the Company;
- Commission of any act which is detrimental to the Company's business or goodwill or in breach of the Company's ethical code of conduct;
- Violation of any other provision of this Agreement or Company Policies and Procedures;
- Providing false information on your application for employment or to the Company at any time during the hiring process;
- Failure to meet the expectations of the job as demonstrated by poor performance or absenteeism;
- Failure to appear for work for three (3) consecutive days without obtaining the Company's approval;
- Omission or failure to highlight any information relative to prior employment, which would form part of the evaluation by the Company, to confirm your employment here; and
- Failure to submit the requisite certificates and documentation as prescribed in the Checklist referenced in Appendix B attached hereto, within the pre-defined timelines.
- Failure in alcohol or drug screening test at any time while employed by the Company or violation of Company policy in this regard.
- **Termination at the Company's discretion (post confirmation)**

The Company may terminate this Agreement at its sole discretion by providing you with thirty (30) days prior written notice. In lieu of written notice, the Company shall only be required to pay you a maximum notice pay equal to one (1) month of **Gross Salary component only** or prorated basis and the amount so recovered, shall be inclusive of all applicable taxes.

- **Termination at the Employee's discretion (post confirmation)**

You may terminate this Agreement by providing the Company with thirty (30) days prior written notice, after confirmation of your services in the Company. The notice pay that you will be required to pay the Company in lieu of such notice shall be computed on the monthly Gross Salary component only or prorated basis and the amount so recovered, shall be inclusive of all applicable taxes. At the time of termination, the Company may require you to complete any assignment or assignments on which you were working to the satisfaction of the Company before relieving you from your services.

- **Full and Final Settlement**

No later than fifteen (15) days from the day you leave the services of the Company, you must settle all amounts and dues you owe to the Company and get the No Dues clearance from the appropriate functions. You must then submit the No Dues clearance to Human Resources for Full and Final Settlement. If you fail to take these steps within fifteen (15) days from the day you leave the services of the Company, Full and Final settlement will be deemed incomplete and the Company will close its records.

8. **BACKGROUND VERIFICATION**

You will be required to undergo a mandatory Background Verification (herein after referred to as BGV), which includes among other things, Identity check, Work Experience verification, Gap Verification, Educational and Professional qualifications, Address verification, Criminal record database check and drug test. Some or all of these checks may be conducted before your date of joining the Company. Successful completion of all checks as part of BGV, whether pre or post joining, is a prerequisite to start or continuation of your employment respectively. If the BGV report returns negative, the Company may terminate this agreement for BGV failure with immediate effect, without giving any notice of termination of your services to you, and without paying you any severance.

9. **NON-LIABILITY OF THE COMPANY**

If this Agreement is terminated by you or the Company for any reason whatsoever, you shall not be entitled to any action or claim against the Company before any court or arbitrator, on the grounds of wrongful termination of employment, or any other grounds whatsoever.

10. **USE AND NON-DISCLOSURE AGREEMENT**

All information, documents and data pertaining to the Company's business and work processes, inventions, customers, tools and machines or any other information proprietary to the Company and its subsidiary companies or associated companies, which have been given to you or gathered by you during the course of your employment, may not be disclosed to a third party, either during or after your employment, unless specifically approved by the Company in writing.

Upon termination of this Agreement, all such documents, records and writings relating to the Company, which are in your possession, shall be treated as specified under Section 9.

In addition to the above, you shall be bound by the terms and conditions as given in the Intellectual Property Agreement ("IPA"), which is incorporated herein by reference.

11. **COMPANY PROPERTY**

The Company will provide you with infrastructure and tools as deemed necessary and in the management's sole and absolute discretion, for carrying out your duties. All such tools provided by the Company will be the property of the Company and the Company will be responsible for regular maintenance, unless specified otherwise. All such property of the Company that is given to you, shall

be returned to the designated person in the Company, upon the termination of this Agreement and prior to the effective last date of your employment in the Company.

12. OWNERSHIP OF INTELLECTUAL PROPERTY/ INVENTIONS

The Company shall have proprietary, patent and copyright rights over all inventions, discoveries, improvement in business processes or any other intellectual property pertaining to the business of the Company, that are made by you during the duration of employment and which will be related directly or indirectly to the business of the Company. You are required to inform the Company regarding such inventions made by you and you agree that any compensation made to you on this count will be at the sole discretion of the Company. The Company will bear all expenses that may be incurred in the course of securing the above-mentioned rights.

13. NON-COMPETITION CLAUSE

For a period of 1 year after the termination of your employment with the Company, you will not directly or indirectly be associated with, manage, or advise a Company or firm that is in the same business as the Company, unless with the specific written approval of Human Resources.

After termination of your employment with the Company, you agree not to hire the services of any individual employed with the Company, either on a permanent or a temporary basis, to directly or indirectly promote the business of any new company or concern you may be associated with.

14. MISCELLANEOUS

15. The clauses, terms and agreements, mentioned in this Agreement are applicable only to the Employee legally known as **Bharath N** and whose signature is appended to this Agreement.
16. This Agreement supersedes all prior and existing agreements, both oral and written, between the Company and you, concerning employment in the Company, and may be modified only by a document, which has been signed by both parties.
17. You are bound to abide by and adhere to the policies, rules, and regulations enforced by the Company from time to time including those relating to conduct, discipline, benefits, salary review, retirement, and any other matters as though these rules, regulations and orders were a part of this Agreement. Such policies, rules, and regulations may be subjected to alteration and amendment.
18. In the event that your duties require you to represent the Company or liaise with legal or government authorities for Company related business matters, you are expected to adhere to the law of the country as well as the ethical code of conduct that is defined by the Company. It shall be your responsibility to be aware of the prevailing laws that govern such matters.
19. The failure of either party at any point in time to enforce adherence by the other party, to any clause or condition of this Agreement shall in no way affect such party's rights thereafter to enforce the same, nor shall the waiver by either party of any breach of any clause or condition for a specific purpose, be deemed to be a permanent waiver of the aforementioned clause or condition thereafter.
20. Notices: All notices, consents and other communications to you shall be in the English language and in writing. All notices from you shall be to the Senior Manager, Corporate Recruiting Ocwen Financial Solutions Private Limited, and shall be in the English language and in writing. Such notices shall be deemed to have been given and received; either when delivered by hand, or by registered post and an acknowledgement is received from you in writing, in both cases, to the appropriate addresses as recorded in the records of the Company.

21. If the employee voluntarily resigns within two years from date of joining, employee will be required to repay all expenses incurred by Ocwen i.e. Joining bonus, Notice period buyout & Relocation payments. The amount so recovered, shall be inclusive of all applicable taxes:
22. Within 12 months of date of joining / transfer, 100% of the expenses must be repaid.
23. Between 12 and 24 months from date of joining / transfer, 50% of the expenses must be repaid.
24. Annual Incentive Plan (AIP) and variable components, agreed on your employment agreement, will be paid to eligible employees who are actively on roll and not serving notice as on the date of AIP payout. Any voluntary or involuntary termination before the date of AIP payout shall not be eligible to receive such payments as part of their full and final settlement.

15. APPLICABLE LAW

This Agreement is made with reference to the law of India and the appropriate court in Bangalore will be the jurisdiction for all legal governance.

16. WORKING CONDITIONS

You will be required to work required number of hours per week as defined by the Company from time to time. You will be governed by all HR policies and working conditions for the Company's India operations, as and when they will come into force.

17. LANGUAGE OF COMMUNICATION

The language for communication for all written instruments, notices and documents between you and the Company will be English.

DECLARATION BY: [Bharath N]

I have carefully read and understood the terms of this Agreement including Appendices A and B attached hereto and accept the same unconditionally. I agree to be bound by rules and regulations of the Company as may be amended from time to time.

EMPLOYEE:

SIGNATURE: _____

BY: Bharath N

DATE:

OCWEN FINANCIAL SOLUTIONS PRIVATE LIMITED:

SIGNATURE:

BY: Austin Thomas

TITLE: Director, Recruiting & Corporate Training

DATE: Mar 29, 2022

APPENDIX B

CHECKLIST OF DOCUMENTS

- Document to be submitted within 15 days of offer extension:
- Copy of Resignation letter to current employer

- Documents to be submitted on or before date of Joining:
- School & Graduation Certificates (as declared in the employment application);
- Service Certificate of all prior employers
- Relieving letters of Last employer
- Last drawn Pay slip
- Latest tax computation (form 12 B)
- PAN (Permanent Account Number) details
- Aadhaar Card details
- Passport size photographs – x 4 nos.
- Proof of identity– Passport copy, Driving license, Voters id, Photo PAN card, Photo Ration card
- Proof of address– Copy of passport, Voter's id, Driving License, Ration Card, LIC Policy, Electricity Bill, Telephone Bill(Land Line/Postpaid mobile connection bills)
- Copies of any other certificates declared by you, while gaining employment with the Company.

All the above certificates originals for verification and a set of photocopies must be submitted as per pre-defined timelines communicated to you.

APPENDIX A

Name : Bharath N
Designation :Specialist, Reverse Mortgage Servicing
Location :Bangalore

| | Annual (INR) | Monthly (INR) |
|--------------------------------|---------------------|----------------------|
| Basic Salary | 186,000 | 15,500 |
| House Rent Allowance (HRA) | 9,300 | 775 |
| Basket of Allowances (BoA) | 119,233 | 9,936 |
| Advance Statutory Bonus | 16,800 | 1,400 |
| Total Fixed Pay (A) | 331,333 | 27,611 |
| Employer's Contribution | | |
| Gratuity* | 8,947 | |
| Provident Fund | 22,320 | 1,860 |

| | | |
|---|----------------|---------------|
| Insurance Premium* | 27,400 | |
| Total Employer's Contribution (B) | 58,667 | 4,889 |
| Total Gross Pay (A+B) = (C) | 390,000 | 32,500 |
| Miscellaneous Allowances | | |
| Remote Working Support | 12,000 | 1,000 |
| Shift Allowance | 11,650 | 971 |
| Total Miscellaneous Allowances (D) | 23,650 | 1,971 |
| Total Target Pay (TTP) (C+D) | 413,650 | 34,471 |
| *Estimated Value | | |

NOTE:

- All applicable allowances will be paid as per eligibility and policy guidelines.
- You can determine Basket of Allowances (BoA) using flexible components. Please check the payroll portal for more information.
- Gratuity will be paid as per provisions under the prevailing regulations. Eligibility on completion of 5 years of employment with the company.
- Insurance eligibility is as per policy guidelines. Please check the policies on the Ocwen intranet to know more. Personal accident insurance coverage is applicable for employee only and is up to 3 times of Annual Total Target Pay (TTP). Medical insurance is applicable for employee & 3 immediate dependents up to INR 400,000.
- Remote Working Support will be paid only during the time that you work from home. It would be revoked, if in the future, you work from office.
- Shift allowance will be paid as per eligibility in accordance with the Shift allowance policy. In case of any changes in shift schedule within a pay period, the payout will be apportioned to that effect.

Austin Thomas
Director, Recruiting & Corporate Training

Bharath N
Specialist, Reverse Mortgage Servicing

Ocwen Financial Solutions Private Limited

Corporate Identity Number: U67190KA2000PTC027095

Registered Office: Pritech Park, Block Number 12, Unit 2, 6A Floor, Bellandur Village,
Sarjapur Marathahalli Ring Road, Bangalore-560 103.

Tel. No: +91-80-6710 1200



| PERSONAL DATA FORM (Brief) | | | | |
|---|-------------------|--|---|------------------------------------|
| Name of Candidate: <u>Sowmya A.</u> | | | | |
| Position Applied For: <u>Financial Advisor.</u> | | | Source (Please Indicate Source): | |
| Yrs in current employment: <u>-</u> | | | Yrs of work experience: <u>-</u> | |
| Date of Birth : <u>29/11/1995</u> | Age: <u>23</u> | Sex: <u>Female</u> | Nationality: <u>Indian</u> | Work Location: <u>Bangalore</u> |
| Father's Name / Occupation: <u>Anandappa Farmer.</u> | | Mother's Name/ Occupation: <u>Bhagyamma Home maker</u> | Marital Status: <u>Married</u> <u>Single</u> ✓ | |
| Home Phone: <u>-</u> | | Office Phone: <u>-</u> | Mobile: <u>9901366294</u> | |
| E-mail address: <u>asowmya9901@gmail.com</u> | | | | |
| Languages Known to Read and Write (underline mother tongue): <u>KANNADA, ENGLISH, HINDI, TELUGU</u> | | | | |
| Residential Addresses | | | | |
| Address : <u>Mudugurki [V], Venkatagirikote [P], Devanahalli [Tq], Bangalore rural (Dist) 562110.</u> | | | | |
| Period of Stay: <u>From 23 years.</u> | | | | |

| PRE - INTERVIEW QUESTIONNAIRE |
|---|
| 01. Are you currently employed? If yes, where..... Ans: <u>No.</u> |
| 02. What are your responsibilities/duties in your current assignment? Ans: <u>-</u> |
| 03. What technical skills/knowledge areas are you good at? Ans: <u>ms.office, Excell.</u> |
| 04. Do you have any other skills/knowledge that we should know? Ans: <u>Quick learning and adaptive skills.</u> |
| 05. What are your strengths? Ans: <u>Good communication Self confidence.</u> |
| 06. What frustrates you the most in your current job? Ans: <u>-</u> |
| 07. Why do you want to leave your current employer? Ans: <u>-</u> |

08. What aspects of your job, if changed, will make you stay with your present job?
Ans: -

09. List down your developmental areas?
Ans: Accounting and finance area.

10. What approach has been most effective in getting the best from you?
Ans: I suspect how the organisation develops its employees.

11. Where would you expect to be in your career in the coming two to three years?
Ans: I suspect how the organisation develops its employees & I hope to be in position where I'll be managing a team.

12. How will the role at Karvy fit into your career aspiration? Please explain
Ans: A stepping stone to working environment through Karvy will definitely help me to reach the best.

13. What has been your most significant achievement so far?
Ans: Continuous excellence in academics.

14. What has been the most difficult decision that you had to make in your job or life?
Ans: -

15. Do you know anybody in Karvy?(If yes, please provide the Name & relationship)
Ans: No.

16. What mode of transport do you use to commute to office?
Ans: Bus or Two wheeler.

17. If made an offer by Karvy, how quickly can you join?
Ans: within 15 days.

Professional References (Mandatory)

- Candidates with experience to give reference of their supervisors/seniors in their previous employment
- Candidate with no experience can give references of fellow professionals, teachers, Relatives, etc.

| S.No. | Referral Name | Organization | Designation | Contact No. |
|-------|--------------------------|-----------------|-------------------|-------------|
| 1 | Prof. Abhishek Bhatnagar | REVA University | Asst. Professor | 9731838455 |
| 2 | Naveen. C | REVA University | Placement Officer | 9900272598 |

Declaration:

I hereby declare that the above given information is true and correct to the best of my knowledge (In event of employment if any information is found to be untrue, employment will be terminated without notice).

Geomya.A 23/03/2018
 (Applicant's Signature & Date)

ಆಧಾರ್ - ಶ್ರೀನಾಯ್ಕನ ಅಧಿಕಾರ

4108 6368 9479



ಭಾರತ ಸರ್ಕಾರ
Government of India



ನಾಮ: SOMRYA A
ತಂದೆ : ಅನಂದಪ್ಪ ಎ
Father : Anandappa A
ಹುಟ್ಟಿದ ವರ್ಷ / Year of Birth : 1995
ಸ್ತ್ರೀ / Female

ಭಾರತೀಯ ವಿಶಿಷ್ಟ ಗುರುತು ಪ್ರಾಧಿಕಾರ
Unique Identification Authority of India
ದಿವಾನಿ:
ಮುಧುಗುರಿ, ವೆಂಕಟಗಿರಿಹೋಟೆ,
ಬೆಂಗಳೂರು ಗ್ರಾಮೀಣ, ಕರ್ನಾಟಕ, 562110
Address:
Mudguri, Venkatagirihothe,
Bangalore Rural, Karnataka,
562110



4108 6368 9479



help@uidai.gov.in

1800 300 1947



www.uidai.gov.in

2017

Naveen C
Sr. Manager - Training & Placement
Mob: +91 9900272598

REVA UNIVERSITY | Rukmini Knowledge Park | Kattigenahalli | Yelahanka | Bengaluru | Karnataka 560064



[Chat with me on Teams!](#)

From: Reshu Arora <Reshu.Arora@exlservice.com>

Sent: 28 December 2017 17:18

To: Naveen C <naveen.c@reva.edu.in>

Cc: Dr. N Ramesh <dir.planning@reva.edu.in>; Sarmistha Mazumder <Sarmistha.Mazumder@exlservice.com>; Raghu Kumar K N <Raghu.Kumar@exlservice.com>; Raju Shyamdhan Sharma <Raju.Sharma@exlservice.com>; Cheeran R. Patrick <Cheeran.Patrick@exlservice.com>; Nisha J V <Nisha.V@exlservice.com>; Nirmal Paramban <Nirmal.Paramban@exlservice.com>; Shilpa G. Netrakar <Shilpa.Netrakar@exlservice.com>

Subject: RE: Internship Requirement - 2018

Hi Naveen,

Thank you for all the support during the whole drive.

Please find below the list of candidates selected, can you ask them to come to EXL premises on Tuesday @ 11AM to complete documentation.

| S. No | Candidate Name | Designation | Status | Date |
|-------|----------------|-------------|---------------|-------------|
| 1 | Netravathi M | Associate | To be offered | 16th Jan 18 |
| 2 | Jayanth Kumar | Associate | To be offered | 16th Jan 18 |
| 3 | Amar B R | Associate | To be offered | 16th Jan 18 |
| 4 | [REDACTED] | [REDACTED] | To be offered | 16th Jan 18 |
| 5 | Veda S | Associate | To be offered | 16th Jan 18 |
| 6 | Natesh | Associate | To be offered | 16th Jan 18 |
| 7 | Sandhya P | Associate | To be offered | 16th Jan 18 |
| 8 | Nayan | Associate | To be offered | 16th Jan 18 |
| 9 | Naveen Kumar | Associate | To be offered | 16th Jan 18 |
| 10 | Akash N M | Associate | To be offered | 2nd Jan 18 |
| 11 | Dharshan B | Associate | To be offered | 2nd Jan 18 |

Request you to please make sure they carry photo copies of all the below mentioned documents:

1. All educational certificates followed by degree certificates(10th, 12th, Gradation and post-graduation).
2. Aadhar Card and Pan card copy

Thank you
Reshu

From: Naveen C [mailto:naveen.c@reva.edu.in]

Sent: Tuesday, December 26, 2017 9:36 AM

To: Shilpa G. Netrakar <Shilpa.Netrakar@exlservice.com>

Cc: Dr. N Ramesh <dir.planning@reva.edu.in>; Sarmistha Mazumder <Sarmistha.Mazumder@exlservice.com>; Raghu Kumar K N <Raghu.Kumar@exlservice.com>; Raju Shyamdhan Sharma <Raju.Sharma@exlservice.com>; Cheeran R. Patrick <Cheeran.Patrick@exlservice.com>; Nisha J V <Nisha.V@exlservice.com>; Nirmal Paramban



College/Institute Name: REVA
UNIVERSITY

Date: 11/01/2018

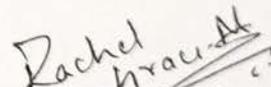
Subject: Expression of Interest - Campus

Dear RACHEL GRACE N.

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of <REP-OPERATIONS> provided you successfully complete your graduation and fulfill other requirements. This letter is intended only as an overview of the potential offer from **Concentrix Daksh Services India Private Limited** (hereinafter, 'Concentrix/ Company'). The detailed terms and conditions of employment will be contained in an Appointment letter (if any), which may be issued by the Company and may contain additional provisions to those herein.

1. Your initial place of work shall be at the company's discretion and can be at any Concentrix locations.
2. You will be required to bring the following documents at the time of joining: (i) the Original copy of this letter; (ii) the Originals and 2 set of photocopies of the documents mentioned in Mandatory Document Checklist.
3. This Expression of Interest shall remain valid for a period of 30 days from the date of your Final Examination. Considering the candidature beyond the 30 day period would be as per the requirement in the organization.

On submission of the above-mentioned documents, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining. If any information furnished by you in your application or during the selection process is found to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may withdraw this expression of interest without any notice. We encourage you to contact us at campusplacements@concentrix.com at least a week prior to your coming to our office.


Signature of Candidate

CNX/REC/ART/AGHR/EOI/4.0

Concentrix Daksh Services India Private Limited

DLF SEZ, Building No. 14, Tower-C, 17th Floor, DLF Cyber City, DLF Phase-2, Gurgaon - 122 002, India
91 124 463 5100 • 91 124 426 3311 (fax)

Registered Address: R Cube, Suite Nos - 06 & 07, Lower Ground Floor Level, Shivaji Stadium Metro Station,
Airport Express Line, New Delhi - 110001, India
91 11 4701 6288



#15, 3rd Main, 3rd Cross, Maruthi Nagar, Shreyas colony, JP Nagar 7th Phase - 560078

To,
The Placement Officer
REVA University
Bangalore - 560064

Date: 15th March, 2018

Respected Sir,

We are pleased to inform you that our company has successfully completed the recruitment process for the current academic year at your esteemed institution. We are happy to announce that we have identified some exceptional talent and would like to extend job offers to the selected students. The roles and the students selected against each role along with the compensation break up is as under:

I. Process Executive Role

| Sl. No | Name | Role | CTC in LPA |
|--------|---------------------|-------------------|------------|
| 1 | Abhishek B R | Process Executive | 2.8 |
| 2 | Bindu S M | Process Executive | 2.8 |
| 3 | C Sai Prathik Reddy | Process Executive | 2.8 |
| 4 | C Sumanjali | Process Executive | 2.8 |
| 5 | Hema B R | Process Executive | 2.8 |
| 6 | Kavya V | Process Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Process Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

II. Sales Trainee L & D

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------------------------|-------------------|------------|
| 1 | Pinaki Lalit Agarwal | Sales trainee-L&D | 2.4 |
| 2 | Poojarani | Sales trainee-L&D | 2.4 |
| 3 | Rohith M Nayak | Sales trainee-L&D | 2.4 |
| 4 | Shruti | Sales trainee-L&D | 2.4 |
| 5 | Siddanthi Narasimham Vikram Simha | Sales trainee-L&D | 2.4 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Sales Trainee L & D | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 144000 |
| 2 | House Rent Allowance | 57600 |
| 3 | Special Allowance | 38400 |
| 4 | Total Compensation | 240000 |

III. Verbal Trainer

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------|----------------|------------|
| 1 | J Kalyan Kumar | Verbal Trainer | 2.8 |
| 2 | Kavya Patil | Verbal Trainer | 2.8 |
| 3 | Nidhi Kumari | Verbal Trainer | 2.8 |
| 4 | Rohan Nagaraj Kora | Verbal Trainer | 2.8 |
| 5 | Saquib Shaik | Verbal Trainer | 2.8 |
| 6 | Sharada N.S | Verbal Trainer | 2.8 |
| 7 | Swathi K V | Verbal Trainer | 2.8 |
| 8 | Ankitha B C | Verbal Trainer | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Verbal Trainer | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

IV. Marketing Associate

| Sl. No | Name | Role | CTC in LPA |
|--------|-----------------------|---------------------|------------|
| 1 | Manikandan R | Marketing Associate | 2.6 |
| 2 | Manjula Venkateswarlu | Marketing Associate | 2.6 |
| 3 | Manjunath Teja N | Marketing Associate | 2.6 |
| 4 | Manoj H E | Marketing Associate | 2.6 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Marketing Associate | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 156000 |
| 2 | House Rent Allowance | 62400 |
| 3 | Special Allowance | 41600 |
| 4 | Total Compensation | 260000 |

V. Business Development Specialist

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|---------------------------------|------------|
| 1 | ANUSHA V | Business Development Specialist | 2.8 |
| 2 | Ibrahim Mohamed Omar | Business Development Specialist | 2.8 |
| 3 | KRUTHIKA M R | Business Development Specialist | 2.8 |

| Compensation Break up | | |
|-----------------------|---------------------------------|-----------------|
| Position | Business Development Specialist | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |
| | | |

VI. Training Relationship Manager

| Sl. No | Name | Role | CTC in LPA |
|--------|---------------------------------------|------------------------------|------------|
| 1 | Kiran M | Trainee Relationship Manager | 3 |
| 2 | Poornima S | Trainee Relationship Manager | 3 |
| 3 | Pradeep Kumar | Trainee Relationship Manager | 3 |
| | | | |
| 5 | Ranjith S D | Trainee Relationship Manager | 3 |
| 6 | Alam Nikesh | Trainee Relationship Manager | 3 |
| 7 | Amulya T C | Trainee Relationship Manager | 3 |
| 8 | Chejarla Venkata Vidya Sagar Reddy | Trainee Relationship Manager | 3 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Trainee Relationship Manager | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 180000 |
| 2 | House Rent Allowance | 72000 |
| 3 | Special Allowance | 48000 |
| 4 | Total Compensation | 300000 |

VII. Branding Executive

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|--------------------|------------|
| 1 | Bandee Vamsi Krishna | Branding Executive | 2.8 |
| 2 | Bhimesh | Branding Executive | 2.8 |
| 3 | Charchitha N Behura | Branding Executive | 2.8 |
| 4 | Kumar V | Branding Executive | 2.8 |
| 5 | Megha R | Branding Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Branding Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

We have reviewed their academic records, conducted thorough interviews, and are confident that they possess the necessary skills and qualities required to contribute to our company's success.

We will be sharing the individual offer letters for each of the selected candidates with copies marked to you.

We request you to kindly inform us about their examinations and the expected date they will be able to join our organization. We will plan their joining dates accordingly.

We would like to express our gratitude to you and your team for your cooperation and support throughout the recruitment process. It has been a pleasure working with your institution, and we hope to continue this partnership in the future.

Thank you once again for your valuable assistance.

Yours Sincerely,

For Bizotic Talent Solutions Private Limited

Ramyashree S



Ramyshree S
Head of Finance & Operations

2018-18 → 59

Date: 31st January 2018

FORM 'A'

To,

Rajesh K
Bangalore

Dear Rajesh K, INTKPT5531072018/12

We are pleased to forward you the Offer Letter attached herein and would like to formally welcome you to the growing IntelliPaat family.

We are sure that you have had sufficient opportunity to understand in detail about your job role and about the organization. We would be glad to provide you with further clarification if you need it.

You are required to report for duty at our Bangalore office. The address of our office is as follows:

Address: 1st Floor, Khykha Court-I, No.5,

1st cross, Madiwala, Hosur Road,

1st cross Rd, Bengaluru, Karanataka-560068

We are in the process of building a robust organization, wherein professionals would find full satisfaction of working in an interesting, challenging and fruitful job environment. In this connection, we are eagerly looking forward to your contributions to the IntelliPaat family as a valued employee soon.

Kindly return the duplicate copy of the appointment letter, duly signed, as a token of your acceptance of the same

We look forward to a mutually beneficial and long lasting relationship with you.

Yours Truly,

For IntelliPaat Software Solutions Private Limited

Anisha Goyal
Talent Acquisition Specialist

ECE

Date - September 19, 2017

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block,
Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear raksha t,

Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works.

We are very pleased to provide this Expression of Interest, which reiterates our intention to hire you, subject to successful completion of our normal pre-recruitment processes (including a background check & pre screening, if applicable). After you provide other information, supporting documents and successfully meet our requirements, we propose to issue a Formal Offer Letter to you.

Please note this Expression of Interest is neither an offer nor a legally binding contract of employment.

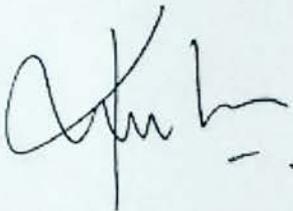
The Expression of Interest shall remain valid until the earlier of date of the Formal Offer Letter or nine months hereinafter.

If any information supplied by you in your application or during the selection process is found to be unsatisfactory, incorrect or false and/or if you suppress material information regarding your qualifications and experience, IBM reserves the right to revoke this Expression of Interest without notice. IBM's decision in this respect shall be final.

The terms of Expression of Interest are strictly between you and IBM. Please treat this information as personal and confidential.

We look forward to the opportunity to work with you and hope to convert this Expression of Interest into a formal employment relationship between you and IBM upon the successful completion of all pre-recruitment procedures.

Sincerely,



Rohit K Vohra
Recruitment Leader
India/SA



QUALITY TUTORIALS PVT LTD

2018-18 - 105

Date: 13 February 2018
Name: RAKSHITH GOWDA R
Email: rakshithgowdar@gmail.com

Dear Rakshith Gowda R, LIDO/3022018/04

Congratulations!

We are pleased to offer you a position at **Quality Tutorials Pvt. Ltd. under the brand name: LIDO.** We enjoyed getting to know you, and strongly believe that you have much to contribute to our mission and growth ambitions.

The terms and conditions of your appointment are as below:

1. Designation

You will be designated as **"Trainee – Business Development"**

2. Work Place

Will be informed before joining.

3. Date of appointment

Your appointment with us is effective from the joining date mutually agreed upon when you would report on a full-time basis.

4. Salary

Your total compensation during internship would be Rs. Five Lakhs Sixty Thousand comprising of Rs. Three Lakhs Sixty Thousand as fixed and Rs. Two Lakhs as performance-based variable.

Your total compensation post internship & review would be Rs. Ten Lakhs comprising of Rs. Seven Lakhs as fixed and Rs. Three Lakhs as performance-based variable.

5. Reporting to:

You would be reporting to **Rishabh Arora**

6. Leave

The company shall notify about the leaves and declared holidays at the time of joining.

7. Other Work

Your position is whole time employment with the company and shall devote yourself exclusively to the jobs of the company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade of business during the employment with the company without permission in writing.

Registered address

206, 2nd Floor, Arun chambers,
Pandit Madan Mohan Malviya Marg,
Tardeo, Mumbai - 400034

Email ID

hr@lidolearning.com

CIN number: U74999MH2018PTC322769



October 1, 2018

Ramya Raju

#9, Srinivasa nilaya swimming pool avenue 5th temple street gayathri devi extension Malleshwaram
Bangalore 560003
India

Private & Confidential

Dear Ramya,

Congratulations, and welcome to Dell!

We are pleased to extend our offer of employment to Ramya Raju (employee hereafter "you/your") with EMC INDIA S/W & SERV PVT ("the Company") conditional on the successful completion of the Company's Background Checks, and subject to the attainment of work permit, employment pass or employment visas, as may be applicable.

Your title will be Associate Sales Engineer Analyst at career level Individual Contributor I5, reporting to Abhinay Kumar (1011891), Manager 2, Sales Engineer Analyst. Your start date is November 5, 2018. You will be based at our offices in Bangalore, India.

You are requested to submit all Background Check documents within four (4) days of offer letter acceptance. Any delay in providing the same may lead to extension of your date of joining which will be intimated to you through e-mail. Timely submission of Background Check documents is hence emphasized.

Orientation

A member of our Onboarding team or Talent Acquisition team will be in contact with you prior to your joining date to assist you with your onboarding experience.



Core Business Hours

Your working hours shall be the number of hours as the Company may from time to time deem appropriate and as may be necessary to achieve the purposes of the Company (inclusive of a lunch break). Please take note that certain functions such as Sales, Technical Support, Manufacturing, Information Services require staggered/shift hours.

Place of Work

Your usual place of work will be at Bangalore, India. However, the company reserves the right at its discretion, and by this contract you hereby agree, to change your place of work, either on a temporary or permanent basis, to any other place where it now conducts or at some future date, may conduct its business or part of its business. Except at the discretion of the Company you will not be compensated or reimbursed for the costs involved in such relocation. You may be required to work at or from any office, branch or location of the Company or any client of the Company, as the need arises, which you agree to do so. In the event of you working in the premises of any other Company you shall comply with all Regulations and Codes of Conduct and legislative restrictions and requirements applicable in the workplace of any Company that you may be assigned to. Any breach of such legislation, Regulations or Codes of Conduct shall be deemed a serious breach of discipline and may result in dismissal.

Compensation

We are pleased to offer you a compensation package consisting of the following element(s):

Base Salary, of 487,500.00 per annum.

Base salary is comprised of Basic and Basket of allowances. Basic is 195,000.00. Basket of allowances is 292,500.00.

*The Basket of Allowances includes components such as HRA and LTA. You may be eligible for all the allowances or a combination of them, depending on other factors including your job grade. Please contact HR Staffing for further details regarding the components you are eligible for and the limits there under that are applicable to you.

Retirals

Retirals is comprised of PF and Gratuity. PF is 12% Annual. Gratuity is 4.81% Annual.

***Gratuity: Payment of Gratuity would be as per the criteria set out in the Payment of Gratuity Act

Go Green EOT (Energy of Things) Pvt. Ltd.

Reference No.

Date

Date: February 16th, 2018

Offer Letter- Intern-Sales & Marketing

Mr. Ranjith K N,

Welcome to Go Green EOT (Energy of Things) PVT. LTD.

We are pleased to offer you in the position of "Intern- Sales & Marketing" with Go Green EOT (Energy of Things) Private Limited.

We look forward to having you as part of our team. We would like to foresee your potential skills as a valuable contribution to our company and clients. Your appointment as Intern-Sales & Marketing will commence on February 20th, 2018 at 09.00 AM.

During your internship, you will be getting training on company/company products, about the industry on your field/specific area as per the company requirement. During your internship period, you will be entitled to a monthly stipend of **INR 12,000/- (INR Twelve Thousand Only) (INR 7,000/- fixed monthly stipend + INR 5,000/- sales incentives)** which indicate your take home every month. Regular performance review will be conducted to assess your performance and suitability. We would like to offer you a full-time job opportunity after completion of successful internship with the company. The Cost to Company (CTC) as a full-time employee, would be discussed during your internship as per your contribution to the company and would be best in the industry. Apart from fixed salary, you will be getting incentives on each dealer conversion and vehicle sales on a monthly basis. You will be entitled to all allowances and benefits whatsoever decided by the management.

General terms,

1. Do not forget to carry your original documents on first day of joining for verification.
2. You need to carry your laptop.

You shall receive your stipend before 10th of every month. Leave and other company policies are available and would be briefed on the day of joining.

Your reverting to this mail/signing this appointment letter confirms your acceptance of the terms and conditions and that you would be joining the company on the given date.

We are looking forward to working with you.

Authorized signatory,

Signed By

Go GreenEoT (Energy of Things) PVT. LTD.
Dhivik A (CEO, Founder)

Name:

No. 9, East End D Main Road, Jayanagar 9th Block, Bangalore-560069

CIN No.: U34103KA2016PTC095143

Contact: 080-65695657

Website: www.gogreenbov.com

Email Id: info@gogreenbov.com

JD_Account Manager _ Collabera _ MBA

Rashmi Nandan <rashmi.nandan@zapprep.in>

Mon 11-12-2017, 14:08

rashmi.nandan <rashmi.nandan@zapprep.in>

Hi Sir/Mam

As per our conversation, please find the JD; we are looking to hire 20 candidates before end of Dec 2017.

- **Job Title:** Associate Account Manager
- **Job Location:** Bangalore,Varodra,Pune,NCR,Hyderabad

Salary : 25k per month + Incentives

Qualification : MBA (HR and Marketing related streams)

Initial location for training will be in Bangalore. Post-training, the candidate can be assigned any work location in Bangalore, Hyderabad, Pune, NCR, or any of the Collabera Office Locations

Basic Purpose:

This position is responsible for identifying and presenting qualified technical candidates to fill client requirements provided via an online requisition system, delivery manager or Collabera sales executive. This is a performance based role, with potential of it turning into a client-facing role which involves Account Management, Client Relation Management, and Sales Support. This position has no direct reports. This position typically reports to a Lead Recruiter or Delivery Manager or Regional Sales Manager.

Essential Duties & Responsibilities:

Recruiting

- Understand and learn the details of each job requisition and its requirements, project location, duration, etc.



2017-18 - 74

05 March 2018

PRIVATE & CONFIDENTIAL

To whom it may concern,

Re: RASHMI V A19221562017109

**Address: REVA University, Rukmini Knowledge Park Kattigenahalli, Yelahanka, Bangalore 560 064
Karnataka, India.**

This letter is to confirm that **RASHMI V** is currently employed at Amazon Development Centre (India) Private Limited.

RASHMI V is employed as a **Prod Compliance Sr. Associate** and commenced employment with Amazon on **08 March 2018**.

The above information is given in the strictest confidence and with no liability accepted by the company or any of our employees. This information should not be divulged to any third party without first seeking permission from the respective Amazon entity.

On behalf of
Amazon Development Centre (India) Private Limited

Kind Regards,

Arijit Basu
Sr. Manager, HR Operations – HR Services



2018-18-83

05 March 2018

PRIVATE & CONFIDENTIAL

To whom it may concern,

Re: Ravindra Prabhakar Navi AA221072017/18
**Address: REVA University, Rukmini Knowledge Park Kattigenahalli, Yelahanka, Bangalore 560 064
Karnataka, India.**

This letter is to confirm that **Ravindra Prabhakar Navi** is currently employed at Amazon Development Centre (India) Private Limited.

Ravindra Prabhakar Navi is employed as a **Prod Compliance Sr. Associate** and commenced employment with Amazon on **08 March 2018**.

The above information is given in the strictest confidence and with no liability accepted by the company or any of our employees. This information should not be divulged to any third party without first seeking permission from the respective Amazon entity.

On behalf of
Amazon Development Centre (India) Private Limited

Kind Regards,

Arijit Basu
Sr. Manager, HR Operations – HR Services



APPOINTMENT LETTER

March 13, 2018

Mr. Ravish Ahmad
42, Nabi Ullah Road,
Bansmandi, Nai Basti,
Lucknow - 226020

Dear Ravish Ahmad,

Welcome to Wipro Limited ('Wipro') and congratulations on your appointment as **Project Engineer**.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining unless otherwise communicated in writing by the company.
- b. You will be on probation for a period of 12 months from the date of the appointment. On completion of the Probationary period, your appointment will be confirmed and communicated to you in writing. Unless confirmation is communicated in writing, the probation period is deemed extended.
- c. The retirement age is 58 years.
- d. You may be transferred in such capacity as Wipro may from time to time determine to any other location, department, function, establishment, or branch of Wipro or subsidiary, associate or affiliate of Wipro. In such case you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Wipro locations in India to suit customer time including on 24x7 basis. You agree to operate from any of these locations and in any of the shifts, including night shift, as may be decided by Wipro keeping in mind business needs and deliverables to customers.
- f. This letter of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by Wipro for your role, and you successfully completing the pre-joining assessment based on the training module, in the prescribed format and time frame as informed to you.
- g. Kindly ensure you submit the second copy of the appointment letter signed by you on the day of reporting for work.

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III titled Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the management.

Registered Office:

Wipro Limited . T : +91 (80) 2844 0011
Doddakannelli F : +91 (80) 2844 0054
Sarjapur Road E : info@wipro.com
Bengaluru 560 035 W : wipro.com
India C : L32102KA1945PLC020800

7308845



ANNEXURE III
SALARY OFFER SHEET

Name : Ravish Ahmad

Position : Project Engineer

Career Group: TRB - II

a. You shall receive salary as detailed below.

| COMPONENT | AMOUNT (INR) |
|---|----------------|
| Basic | 9,340 |
| HRA | 4,670 |
| Commutation Allowance | 1,600 |
| Bonus | 1,870 |
| Wipro Benefits Plan (WBP) | 5,630 |
| Additional allowance | - |
| Total Fixed Cash | 23,110 |
| PF (Employer Contribution) | 1,121 |
| Gratuity | 496 |
| Total Fixed Compensation | 24,727 |
| Other Compensation Benefits | |
| Health benefit (Medical) | 600 |
| Variable Pay | |
| Target Variable Pay | 1,340 |
| Target Cost to Company per month | 26,667 |
| Total Cost to Company per annum | 320,004 |

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

b. Depending on your performance during the online pre-joining assessment program, in the event you fall under Performance Category - 1, i.e. you are amongst top 30% of the candidates, your total cost to company per annum shall stand revised to INR 3,30,000 in the salary structure under (a) above.

Registered Office:

Wipro Limited T : +91 (80) 2844 0011
Doddakannelli F : +91 (80) 2844 0054
Sarjapur Road E : info@wipro.com
Bengaluru 560 035 W : wipro.com
India C : L32102KA1945PLC020800

CSE

PRATIAN
TECHNOLOGIES

Date: 17-JAN-2018

To,
Reesha Erum,

Letter of Internship

Dear Ms. Reesha Erum,

We are extremely delighted to welcome you to make an **Offer of Uninterrupted Internship at Pratian Technologies India (P) Limited.**

As an organization we value **INTEGRITY, PASSION and COMPETENCE** in people.

Our **way of being** as an organization is to "See People as People" and our entire **culture** is driven by us constantly asking and answering these three guiding questions:

- How am I a problem to others?
- How can I be more helpful to others?
- How can I help things go right?

Your uninterrupted internship program will commence from **01-FEB-2018** and will be for a period of **Six months** duration ending on **31-JUL-2018**.

During this uninterrupted internship for the above-mentioned period, you will be paid a stipend of **INR 10,000 (Rupees Ten Thousand only)**.

We look forward to you beginning your uninterrupted internship on **01-FEB-2018**. Please report on the mentioned date at our office address:

**Pratian Innovation Campus,
#184/185, EPIP Zone, Kundalahalli,
Whitefield, Bangalore – 560029, Karnataka, India.**

You need to get in touch with **Ms. Priyanka Setty (HR Team – Pratian)** with all your documents (originals and attested) to complete your internship joining formalities.

In case you need further assistance, you can reach us: hr@pratian.com / **080 – 6569 9966**.

The following documents are required to be produced at the time of beginning your internship. *(Please provide originals and self-attested photocopies; Originals shall be returned after verification).*

1. Proof of Academic Qualification (starting with the highest qualification)

Date: 17-JAN-2018

To,
Reesha Erum,

Letter of Internship

Dear Ms. Reesha Erum,

We are extremely delighted to welcome you to make an **Offer of Uninterrupted Internship** at **Pratian Technologies India (P) Limited**.

As an organization we value **INTEGRITY, PASSION and COMPETENCE** in people.

Our **way of being** as an organization is to "See People as People" and our entire **culture** is driven by us constantly asking and answering these three guiding questions:

- How am I a problem to others?
- How can I be more helpful to others?
- How can I help things go right?

Your uninterrupted internship program will commence from **01-FEB-2018** and will be for a period of **Six months** duration ending on **31-JUL-2018**.

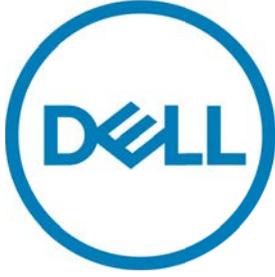
During this uninterrupted internship for the above-mentioned period, you will be paid a stipend of **INR 10,000 (Rupees Ten Thousand only)**.

We look forward to you beginning your uninterrupted internship on **01-FEB-2018**. Please report on the mentioned date at our office address:

**Pratian Innovation Campus,
#184/185, EPIP Zone, Kundalahalli,
Whitefield, Bangalore – 560029, Karnataka, India.**

You need to get in touch with **Ms. Priyanka Setty (HR Team – Pratian)** with all your documents (originals and attested) to complete your internship joining formalities. In case you need further assistance, you can reach us: hr@pratian.com / **080 – 6569 9966**. The following documents are required to be produced at the time of beginning your internship. *(Please provide originals and self-attested photocopies; Originals shall be returned after verification).*

1. Proof of Academic Qualification (starting with the highest qualification)



May 23, 2018

Reshma M
#679/1, 5th Main, MES Road, Muthyalanagar, Gokula Post
Bangalore 560054
India

Private & Confidential

Dear Reshma,

Congratulations, and welcome to Dell!

We are pleased to extend our offer of employment to Reshma M (employee hereafter "you/your") with EMC INDIA S/W & SERV PVT ("the Company") conditional on the successful completion of the Company's Background Checks, and subject to the attainment of work permit, employment pass or employment visas, as may be applicable.

Your title will be Associate Sales Engineer Analyst at career level Individual Contributor I5, reporting to Sharan Prakash (1010741), Manager 2, Sales Engineer Analyst. Your start date is June 18, 2018. You will be based at our offices in Bangalore, India.

You are requested to submit all Background Check documents within three (3) days of offer letter acceptance. Any delay in providing the same may lead to extension of your date of joining which will be intimated to you through e-mail. Timely submission of Background Check documents is hence emphasized.

Orientation

A member of our Onboarding team or Talent Acquisition team will be in contact with you prior to your joining date to assist you with your onboarding experience.



Core Business Hours

Your working hours shall be the number of hours as the Company may from time to time deem appropriate and as may be necessary to achieve the purposes of the Company (inclusive of a lunch break). Please take note that certain functions such as Sales, Technical Support, Manufacturing, Information Services require staggered/shift hours.

Place of Work

Your usual place of work will be at Bangalore, India. However, the company reserves the right at its discretion, and by this contract you hereby agree, to change your place of work, either on a temporary or permanent basis, to any other place where it now conducts or at some future date, may conduct its business or part of its business. Except at the discretion of the Company you will not be compensated or reimbursed for the costs involved in such relocation. You may be required to work at or from any office, branch or location of the Company or any client of the Company, as the need arises, which you agree to do so. In the event of you working in the premises of any other Company you shall comply with all Regulations and Codes of Conduct and legislative restrictions and requirements applicable in the workplace of any Company that you may be assigned to. Any breach of such legislation, Regulations or Codes of Conduct shall be deemed a serious breach of discipline and may result in dismissal.

Compensation

We are pleased to offer you a compensation package consisting of the following element(s):

Base Salary, of 480,000.00 per annum.

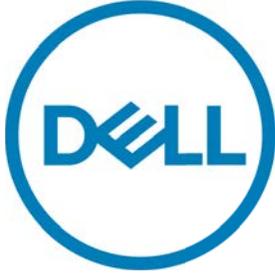
Base salary is comprised of Basic and Basket of allowances. Basic is 192,000.00. Basket is 288,000.00 INR Annual.

*The Basket of Allowances includes components such as HRA and LTA. You may be eligible for all the allowances or a combination of them, depending on other factors including your job grade. Please contact HR Staffing for further details regarding the components you are eligible for and the limits there under that are applicable to you.

Retirals

Retirals is comprised of PF and Gratuity. PF is 12% Annual. Gratuity is 4.81% Annual.

***Gratuity: Payment of Gratuity would be as per the criteria set out in the Payment of Gratuity Act



****PF contribution: If your basic salary is less than INR 15000 per month, then for the purpose of PF computation and contribution, the sum total of basic salary and undeclared portion of the basket of allowances (BOA) will be considered up to the extent of INR 15,000 per month.

Illustration: If your monthly basic salary in the salary table above is INR 6000 and your undeclared BOA is INR 2,000, then PF = 12% of 8000 which amounts to 960. Employer and Employee contribution to PF will be 960.

You will be entitled to all employee benefits including benefits through Employee Welfare Fund which is a contributory fund in which you will be a member of. There will be a standard deduction of Rs 200/- per month or such other amounts as decided from time to time towards contribution to the Employee Welfare Fund.

Incentive Bonus Plan

You will be eligible for an annual bonus of 5% of your base salary on terms that may vary, depending upon the Company's financial results and attainment of strategic corporate initiatives. You will be eligible to participate in the bonus program on a pro-rated basis, calculated from your start date. The Company reserves the right to vary the terms and amount of your bonus, depending upon your performance, the company's financial results and attainment of strategic corporate initiatives. The terms of the Bonus Plan are subject to annual re-evaluation and modification by the Company. The bonus is paid after the end of the Company's fiscal year. You must be actively employed at time of payment in order to earn and receive the bonus.

Total Target Cash will be INR504,000.00 plus Retirals per annum.

Your salary will be paid each **month** via Electronic Funds Transfer to the bank account nominated by you. We will advise you of the relevant date of payment.



Benefits

The Company offers a variety of benefits to assist you and your family. You will enjoy all benefits in accordance with the Company's prevailing policy and practice. A summary of these benefits will be made available for your access after onboarding. The Company reserves the right, at its absolute discretion, to vary or amend the terms of any benefit or existing benefit policy offered in accordance with applicable local law.

Probation

Your first **6 months** of service will be of a probationary nature. The Company may waive or reduce the probation period at its discretion. You are deemed to have successfully completed your probationary period after 6 months unless otherwise informed in writing by the Company. For a person whose immediate previous employment is with any of the Dell group of companies, this clause shall not be applicable.

Notice Period and Termination

During the probationary period, your employment may be terminated by either party at any time by giving to the other party written notice of not less than **30 days** or salary in lieu thereof at the sole discretion of the Company.

Upon satisfactory completion of probation, your employment may be terminated by either party at any time by giving to the other party **60 days** written notice prior to the termination date or salary in lieu at the sole discretion of the Company.

Notwithstanding the above, the Company reserves the right at all times to terminate your employment (including employment during your probationary period) forthwith without notice or payment in lieu of notice if you are involved in gross negligence, misrepresentation, serious misconduct, a breach of any Dell policy including but not limited to the Code of Conduct; or commit any act of fraud or dishonesty or any criminal offense. In such an event, without prejudice to the Company's rights at law and/or under other provisions of this letter, the Company shall pay only salary earned by you up to the date of termination.



In the event of termination of services, you agree and authorize the Company to offset payment of any pro-rated allowance advances, and any other sums due to the Company to the extent permitted by law, against salary due and to withhold amounts that may be required by the relevant authorities. You will also be required to promptly deliver to Dell all originals and copies of materials, documents and property of Dell which are in your possession or control.

Restraint:

In addition, for a period of one year after termination of employment with the Company, you shall not approach or communicate with any customers of the Company, nor solicit or endeavor to take away from the Company, the business or any customers or clients of the Company. You further agree not to, for a period of [one year] after termination of employment with the Company, approach any employee of the Company or communicate with any employee of the Company with the effect of enticing, or attempting to entice any employee away from the Company.

Code of Conduct

The company's Code of Conduct sets out the standards of business conduct to which all employees are expected to adhere. We take our Code of Conduct very seriously in order to maintain the highest possible standard of ethics. Failure to adhere to the Code of Conduct is a disciplinary offence and may result in dismissal. A copy of the Code of Conduct shall be given to you in your Employee Orientation Program on joining. If you require a copy of any of the company's Code of Conduct before signing this employment contract please contact your Recruiter (i.e. signatory on this employment contract).

You should comply with the legal requirements of each country in which the Company conducts business and shall employ the highest ethical standards in your dealings. Use of any company assets for unlawful purposes is strictly prohibited.

In the event of you working in the premises of any other Company you shall comply with all Regulations and Codes of Conduct and legislative restrictions and requirements applicable in the workplace of any Company that you may be assigned to. Any breach of such legislation, Regulations or Codes of Conduct shall be deemed a serious breach of discipline and may result in dismissal.



Data Protection

will obtain, hold and use personal data relating to you in the context of your employment, including, but not limited, your name, number, cost centre, address, emergency contact details (e.g. home telephone number), educational details/history/qualifications and employment history, proof of right to work, any director or officer posts held, outcomes of any pre-employment screening, salary information including details on commissions bonuses and profit share, pension, stock option rights and details related thereto as well as additional benefit details, job description, job level, job grade, performance plans and performance rating details including sales and margin targets and achievements, Individual Work history.

The purposes of such processing are to administer and manage the employment relationship we have with you, and may include disaster recovery data duplication, administering and maintaining personnel records (includes sickness and other absence records), assessing fitness for work, paying and reviewing salary, bonus, profit share and other benefits (if any), providing and administering benefits such as pension, stock purchase and stock option programmes, life, health and medical insurance, analysing sales and sales related activity, career and succession planning, performance appraisals and reviews, employee development and training, resources and skills allocation, regulatory and legal compliance, carrying out activities related to compliance with the company's policies and procedures, providing references and information to future employers, governmental and regulatory agencies (includes tax, social security authorities) in a take-over or merger, providing information to a future purchaser or potential purchaser of or any part of 's business or a potential or future service provider as part of due diligence. You hereby consent to such data processing by , any other . company or any third party charged with providing services, information or benefits related to the employment and you further consent to transfer of data to a company or third party even if such company or third party is situated outside India in a country which does not offer a level of data protection compared to the level applied in India. will put in place adequate safeguards with such third parties to ensure an adequate level of data protection.

Confidentiality Obligation

You will not use, publish, misappropriate or disclose any "Confidential or Proprietary Information", during or after your employment, except as required in the performance of your assignment for the Company or as authorized in writing by the Company. Such Information shall include what you learn or originate during your employment which is not available or readily ascertainable from public sources, and includes such information disclosed by others in confidence to the Company. If in doubt, you will promptly consult your supervisor. Confidential and Proprietary Information includes, but is not necessarily limited to, the information described in sub-paragraphs below.



- a) Computer products, Company processes and device strategies planned or under development, including device specifications, system architecture, logic designs, circuit implementations and plans for unannounced and announced products;
- b) Software products in use, planned or under development, including operating systems adaptations or enhancements, language compilers, interpreters and translators, system design and evaluation tools, and application programs;
- c) Information relating to Company employees; actual and anticipated relationships between the Company and other companies; sales levels, profit levels, pricing and other unpublished financial data; and budget, staffing, compensation, equipment and related plans;
- d) Information relating to the Company's customer and vendor relationships. This includes performance requirements, development and delivery schedules, device and product pricing and quantities, and other information communicated to the Company by customers or vendors.

You will not use in your work or disclose to the Company any confidential or proprietary information of a third party unless the Company first receives written authorization from the third party allowing the use or disclosure of such information and unless the Company agrees in writing to receive such information on terms acceptable to the Company. You will abide by the restrictions imposed on the disclosure and use of such third party information.

You acknowledge that a violation of the provisions of this Agreement dealing with Confidential and Proprietary Information and Intellectual property may cause significant harm to the Company and that remedies at law may be inadequate to protect against a breach of such provisions. Accordingly, you agree that the Company shall be entitled, in addition to any other relief available to it, to the granting of injunctive relief without proof of actual damages or the requirement to establish the inadequacy of any of the other remedies available to it. You agree not to assert any defense in proceedings regarding the granting of any injunction or specific performance based on the availability to the Company of any other remedy.

For a period of one (1) year after leaving the Company's employment, you will give written notice to the new employer of your obligations regarding Intellectual Property, Confidential and Proprietary Information. For a period of one (1) year after termination of this Contract for whatever cause, you shall not solicit or endeavor to take away from the Company the business of any customers or clients of the Company.



Intellectual Property and Copyright

While you are an employee of the Company, you will promptly disclose to the Company, all Intellectual Property developed by you, solely or jointly with others, in the course of your employment. Intellectual Property includes each discovery, idea, improvement, or invention you create, conceive, develop or discover, alone or with others, which relates to the Company's business or results from the use of the Company's equipment, supplies, facilities, or information. All Intellectual Property, in whatever form, is the Company's property. You will assign to and agree to assign to the Company and its nominees, without additional compensation, all of your worldwide and perpetual rights in Intellectual Property. You will assist the Company in all ways, including giving evidence and executing any documents deemed helpful or necessary by the Company to establish, perfect, and register worldwide, at the Company's expense, such rights in Intellectual Property. You will not do anything in conflict with the Company's rights in Intellectual Property and will cooperate fully to protect Intellectual Property against misappropriation or infringement by third parties. If you come across any cases of infringement of the rights of the Company in its Intellectual Property, you will promptly notify the Company of such infringement and assist the Company in all ways to protect its Intellectual Property.

You hereby agree that the Company will be the copyright owner in all works of every kind and description created or developed by you, solely or jointly with others, in connection with any employment with the Company. If requested to, and at no further expense to the Company, you will execute in writing any acknowledgments or assignments of copyright ownership of such Copyrightable Works as may be appropriate for preservation of the worldwide and perpetual ownership in the Company and its nominees of such copyrights.

You further agree that the Company may use your name, voice, picture or likeness in the Company's advertising, training advertisement and other materials without payment or separate compensation to you both during and following your employment with the Company.

On the date your employment with the Company ends, you will promptly deliver to a designated representative of the Company all originals and copies of all materials, documents and property of the Company which are in your possession or control. You will also cooperate in conducting exit interviews with a designated representative of the Company. The purpose of the exit interviews will be to review confidential and proprietary information known or possessed by you and to confirm the Company's rights regarding non-solicitation, the protection of the confidential and proprietary information and the disclosure to the Company and its ownership of intellectual property.



Export Compliance

You will not export or otherwise transfer out of India or release to any person, Controlled Technology or Software, during or after employment with the Company, except as authorized in writing by the Company. Controlled Technology or Software is technology or software controlled under the U.S. Export Administration Regulations and includes, but is not limited to:

- Confidential and Proprietary Information of the type described in paragraph 4(a) above, to the extent that such information is not otherwise publicly available.
- Technical information of , its affiliates, its customers or other third parties that is in use, planned, or under development, such as but not limited to: manufacturing and/or research processes or strategies (including design rules, device characteristics, process flow, manufacturing capabilities and yields); computer product, process and/or devices (including device specification, system architectures, logic designs, circuit implementations); software product (including operating system adaptations or enhancements, language compilers, interpreters, translators, design and evaluation tools, and application programs); and any other databases, methods, know-how, formulae, compositions, technological data, technological prototypes, processes, discoveries, machines, inventions, and similar items.
- Information relating to future plans of , its affiliates, its customers and other third parties, such as but not limited to: marketing strategies; new product research pending projects and proposals; proprietary production processes; research and development strategies; and similar items.
- Release includes disclosure to any person, oral exchange, and application to situations abroad of personal knowledge or technical experience. If you have any doubts regarding whether particular information is Controlled Technology or Software, please consult your manager, 's Legal Department, or 's Export Compliance Organization.

Training: The Company may also send you abroad for the purpose of specific skills training relevant to your employment with the Company. If your employment with the Company ends for any reason within the first twelve (12) months of you being sent abroad for specific skills training, you will repay to the Company, all of the costs paid to you or incurred on your behalf for this training.

The company reserves the right to review the skills required to perform the job, and may introduce new trainings and certifications needed to impart the new skills and ways to measure the same. You shall undergo such trainings and certifications when needed and continue to successfully upgrade your skills and capabilities needed to perform the job effectively at expected levels.



Recovery of dues: In the event of any financial recovery to be made from you, the Company shall also be entitled to offset payment of any prorated allowance advances against salary due and to withhold amounts that may be required by relevant authorities. These repayment obligations cannot be waived except by a written communication by the Company.

Secondary employment and outside business ventures: While in the employment of the Company, you shall not undertake employment with any other Company on a temporary or part-time basis or offer your services with or without pay to any person, legal entity or public authority or to be occupied in your own business without the prior written consent of the Company.

Correctness of Information: This appointment is based on the information supplied by you in your application for employment. This appointment will be treated as "null and void" if any material error, in the management opinion, is discovered and/or due to non-disclosure of relevant information about you, to the company.

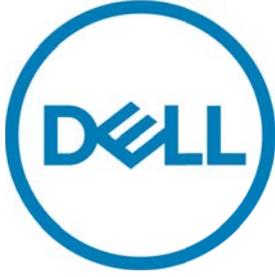
Service rules: For all other matters, not specified herein, you shall be governed by the company's policies, conditions of service, service rules and amendments made and communicated from time to time.

Retirement

You shall retire on the attainment of sixty two (62) years unless specifically communicated by the company in writing to continue in service beyond this age.

Regards,

Gangadhar Salimath
Sr Manager, Talent Acquisition



Confirmation of Acceptance

I, Reshma M, confirm that I have read, understood and accept the terms and conditions of employment with Dell. I authorize the Company to make deductions from my wages pursuant to clause "remuneration" of this agreement.

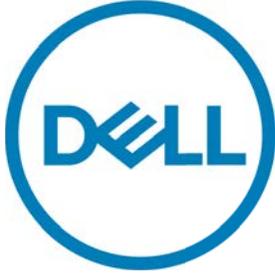
I confirm that I will commence employment with Dell on 18 Jun, 2018.

Reshma M

Date

We have partnered with a vendor to enable you to review and accept employment related documents electronically in an efficient, secure and protected manner. The documents are encrypted. Your electronic signature cannot be changed once signed. You will be able to print out full copies of your signed documentation for your records. Within each document, the system will guide you to all relevant sections which need to be completed and signed.

Electronic is our preferred, and most efficient, method for managing the documentation. However, if you prefer, you can print and sign all of the documents, and scan and email the originals to Lovely Faith / Lovely.Faith@Dellteam.com. If you need to return the documentation in a different manner, please let your recruiter know.



Annexure

Notice Period Buyout

The Company will pay for your Notice pay recovery if any, as agreed during the HR interview. If my employment ends within the first 12 months of my hire date*, either due to my resignation (regardless of the reason) or because terminates the employment for cause (as determined by at its sole discretion), I will be required to repay to the entire notice period that has been bought out by at the time of my joining. Gross up on notice period buyout will be done on a case to case basis depending on the tax treatment availed in the previous employment/s. You need to submit the necessary document in support of Notice Period Buyout claim.

*** Hire Date shall mean the date of transfer in case of current employees who have opted for a personal transfer and the date of joining in case of new hires.**

I agree that the repayment amount for any of the categories as detailed above will become fully due and payable upon my termination of employment. I hereby authorize , to the full extent allowed by law, to deduct the repayment amount for any of the categories as detailed above from any monies owed to me by , including, but not limited to: wages, final paycheck, reimbursement for expenses, payment for unused benefits, refunds of contributions to benefit plans or programs, and/or any other sums payable to me by .

Reshma M

Date:

CSE



May 23, 2018

Reshma M
#679/1, 5th Main, MES Road, Muthyalanagar, Gokula Post
Bangalore 560054
India

Private & Confidential

Dear Reshma,

Congratulations, and welcome to Dell!

We are pleased to extend our offer of employment to Reshma M (employee hereafter "you/your") with EMC INDIA S/W & SERV PVT ("the Company") conditional on the successful completion of the Company's Background Checks, and subject to the attainment of work permit, employment pass or employment visas, as may be applicable.

Your title will be Associate Sales Engineer Analyst at career level Individual Contributor I5, reporting to Sharan Prakash (1010741), Manager 2, Sales Engineer Analyst. Your start date is June 18, 2018. You will be based at our offices in Bangalore, India.

You are requested to submit all Background Check documents within three (3) days of offer letter acceptance. Any delay in providing the same may lead to extension of your date of joining which will be intimated to you through e-mail. Timely submission of Background Check documents is hence emphasized.

Orientation

A member of our Onboarding team or Talent Acquisition team will be in contact with you prior to your joining date to assist you with your onboarding experience.

CSE

BARYON LABS
BENGALURU
KARNATAKA
+91-6360264596

16-JAN-2018

INTERNSHIP OFFER LETTER

Dear Reshma R,

Greetings!!

We are pleased to offer you an internship opportunity at Baryon Labs for a period of 12 weeks.

Your internship programme is designed as follows:

1. Total duration of your internship would be 12 weeks.
2. First six weeks would be on the job training. This would ensure that you are equipped with relevant and required skill set to work on our technology. There won't be any stipend paid during this period.
3. Post six weeks, based on satisfactory performance, your internship would be converted in a paid internship with a stipend of Rs 8,000 per month

Your schedule will be a minimum of 40 Hrs per week beginning 22- Jan-2018.

Based on the satisfactory performance we may extend the paid internship for another 12 weeks.

For this position, your major duties will include working on developing technologies based on HTML, Java, PHP MySQL and data analytics.

Please review and confirm you acceptance via email no later than 17-Jan-2018.

Post confirmation, you would require to sign a non-disclosure agreement to initiate the on boarding process.

Congratulations and welcome to the team!

Sincerely,

DEVASHISH VERMA
Co-founder, Baryon Labs
Mo: +91-6360671063

CC: Naveen C (naveen.c@reva.edu.in)
Sr. Manager - Training & Placement
Dinesh Singh (dinesh@monetapp.in)
Co-founder and CEO, Baryon Labs

RECEIVED
[Signature]

Baryon Labs Pvt. Ltd.
Bengaluru, Karnataka
E-mail Address: hello@monetapp.in
Website: <https://monetapp.in>



BCE

Offer: Computer Consultancy
Ref: TCSL/CT20172238499/Bangalore
Date: 08/09/2017

Mr. Rissabh Bhushan
G-9, 4th Cross, 60 Feet Road,
Keb Layout, Geddalahalli,
Bangalore-560094,
Karnataka.
Tel# -

Dear Rissabh Bhushan,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,875/- per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/CT20172238499

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: 1 800 209 3111 Email: careers@tcs.com



ECE

Offer: Computer Consultancy
Ref: TCSSL/CT20172238783/Bangalore
Date: 10/01/2018

Ms. R Navyashree
#42Bsf,Stc Road,
Reva Circle,
Bengaluru-560063,
Karnataka.
Tel# -

Dear R Navyashree,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

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After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSSL/CT20172238783

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



GROSS SALARY SHEET

Annexure 1

| | |
|----------------|---|
| Name | R Navyashree |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|---------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 10,200 | 1,22,400 |
| Bouquet Of Benefits # | 13,000 | 1,56,000 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,224 | 14,688 |
| Gratuity | 490 | 5,887 |
| Total of Annual Components & Retirals | 1,715 | 28,475 |
| Retention Incentive | NA | 0 |
| TOTAL GROSS | 27,415 | 3,36,875 |

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

| Component Category | Monthly | Annual |
|----------------------------------|---------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Conveyance Allowance | 800 | 9,600 |
| Leave Travel Assistance | 850 | 10,200 |
| Sundry Medical Reimbursement | 500 | 6,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 6,270 | 75,240 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |

TCS Confidential
TCSL/CT20172238783

12

TATA CONSULTANCY SERVICES

VYDEHI, RG-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

College/Institute Name: REVA
UNIVERSITY

Date: 11/01/2018

Subject: Expression of Interest - Campus

Dear ROBIN CHAUDHARY

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of <REP-OPERATIONS> provided you successfully complete your graduation and fulfill other requirements. This letter is intended only as an overview of the potential offer from **Concentrix Daksh Services India Private Limited** (hereinafter, 'Concentrix'/'Company'). The detailed terms and conditions of employment will be contained in an Appointment letter (if any), which may be issued by the Company and may contain additional provisions to those herein.

1. Your initial place of work shall be at the company's discretion and can be at any Concentrix locations.
2. You will be required to bring the following documents at the time of joining: (i) the Original copy of this letter; (ii) the Originals and 2 set of photocopies of the documents mentioned in Mandatory Document Checklist.
3. This Expression of Interest shall remain valid for a period of 30 days from the date of your Final Examination. Considering the candidature beyond the 30 day period would be as per the requirement in the organization.

On submission of the above-mentioned documents, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining. If any information furnished by you in your application or during the selection process is found to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may withdraw this expression of interest without any notice. We encourage you to contact us at campusplacements@concentrix.com at least a week prior to your coming to our office.



Signature of Candidate

CNX/REC/ART/AGHR/EOI/4.0

Concentrix Daksh Services India Private Limited

DLF SEZ, Building No. 14, Tower-C, 17th Floor, DLF Cyber City, DLF Phase-2, Gurgaon - 122 002, India
91 124 463 5100 • 91 124 426 3311 (fax)

Registered Address: R Cube, Suite Nos - 06 & 07, Lower Ground Floor Level, Shivaji Stadium Metro Station,
Airport Express Line, New Delhi - 110001, India
91 11 4701 6288



#15, 3rd Main, 3rd Cross, Maruthi Nagar, Shreyas colony, JP Nagar 7th Phase - 560078

To,
The Placement Officer
REVA University
Bangalore - 560064

Date: 15th March, 2018

Respected Sir,

We are pleased to inform you that our company has successfully completed the recruitment process for the current academic year at your esteemed institution. We are happy to announce that we have identified some exceptional talent and would like to extend job offers to the selected students. The roles and the students selected against each role along with the compensation break up is as under:

I. Process Executive Role

| Sl. No | Name | Role | CTC in LPA |
|--------|---------------------|-------------------|------------|
| 1 | Abhishek B R | Process Executive | 2.8 |
| 2 | Bindu S M | Process Executive | 2.8 |
| 3 | C Sai Prathik Reddy | Process Executive | 2.8 |
| 4 | C Sumanjali | Process Executive | 2.8 |
| 5 | Hema B R | Process Executive | 2.8 |
| 6 | Kavya V | Process Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Process Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

II. Sales Trainee L & D

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------------------------|-------------------|------------|
| 1 | Pinaki Lalit Agarwal | Sales trainee-L&D | 2.4 |
| 2 | Poojarani | Sales trainee-L&D | 2.4 |
| 3 | Rohith M Nayak | Sales trainee-L&D | 2.4 |
| 4 | Shruti | Sales trainee-L&D | 2.4 |
| 5 | Siddanthi Narasimham Vikram Simha | Sales trainee-L&D | 2.4 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Sales Trainee L & D | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 144000 |
| 2 | House Rent Allowance | 57600 |
| 3 | Special Allowance | 38400 |
| 4 | Total Compensation | 240000 |

III. Verbal Trainer

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------|----------------|------------|
| 1 | J Kalyan Kumar | Verbal Trainer | 2.8 |
| 2 | Kavya Patil | Verbal Trainer | 2.8 |
| 3 | Nidhi Kumari | Verbal Trainer | 2.8 |
| | | | |
| 5 | Saquib Shaik | Verbal Trainer | 2.8 |
| 6 | Sharada N.S | Verbal Trainer | 2.8 |
| 7 | Swathi K V | Verbal Trainer | 2.8 |
| 8 | Ankitha B C | Verbal Trainer | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Verbal Trainer | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

IV. Marketing Associate

| Sl. No | Name | Role | CTC in LPA |
|--------|-----------------------|---------------------|------------|
| 1 | Manikandan R | Marketing Associate | 2.6 |
| 2 | Manjula Venkateswarlu | Marketing Associate | 2.6 |
| 3 | Manjunath Teja N | Marketing Associate | 2.6 |
| 4 | Manoj H E | Marketing Associate | 2.6 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Marketing Associate | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 156000 |
| 2 | House Rent Allowance | 62400 |
| 3 | Special Allowance | 41600 |
| 4 | Total Compensation | 260000 |

V. Business Development Specialist

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|---------------------------------|------------|
| 1 | ANUSHA V | Business Development Specialist | 2.8 |
| 2 | Ibrahim Mohamed Omar | Business Development Specialist | 2.8 |
| 3 | KRUTHIKA M R | Business Development Specialist | 2.8 |

| Compensation Break up | | |
|-----------------------|---------------------------------|-----------------|
| Position | Business Development Specialist | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |
| | | |

VI. Training Relationship Manager

| Sl. No | Name | Role | CTC in LPA |
|--------|---------------------------------------|------------------------------|------------|
| 1 | Kiran M | Trainee Relationship Manager | 3 |
| 2 | Poornima S | Trainee Relationship Manager | 3 |
| 3 | Pradeep Kumar | Trainee Relationship Manager | 3 |
| 4 | Rahul Koudal | Trainee Relationship Manager | 3 |
| 5 | Ranjith S D | Trainee Relationship Manager | 3 |
| 6 | Alam Nikesh | Trainee Relationship Manager | 3 |
| 7 | Amulya T C | Trainee Relationship Manager | 3 |
| 8 | Chejarla Venkata Vidya Sagar Reddy | Trainee Relationship Manager | 3 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Trainee Relationship Manager | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 180000 |
| 2 | House Rent Allowance | 72000 |
| 3 | Special Allowance | 48000 |
| 4 | Total Compensation | 300000 |

VII. Branding Executive

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|--------------------|------------|
| 1 | Bandee Vamsi Krishna | Branding Executive | 2.8 |
| 2 | Bhimesh | Branding Executive | 2.8 |
| 3 | Charchitha N Behura | Branding Executive | 2.8 |
| 4 | Kumar V | Branding Executive | 2.8 |
| 5 | Megha R | Branding Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Branding Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

We have reviewed their academic records, conducted thorough interviews, and are confident that they possess the necessary skills and qualities required to contribute to our company's success.

We will be sharing the individual offer letters for each of the selected candidates with copies marked to you.

We request you to kindly inform us about their examinations and the expected date they will be able to join our organization. We will plan their joining dates accordingly.

We would like to express our gratitude to you and your team for your cooperation and support throughout the recruitment process. It has been a pleasure working with your institution, and we hope to continue this partnership in the future.

Thank you once again for your valuable assistance.

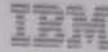
Yours Sincerely,

For Bizotic Talent Solutions Private Limited

Ramyashree S



Ramyshree S
Head of Finance & Operations



June 26, 2018

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel: 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Rohit Kumar Mishra

We are pleased to offer you the position of Associate System Engineer, in band 06G at IBM India Pvt Ltd (IBM or Company). The terms and conditions of your employment contract at IBM are detailed below. Please read these important details carefully, including your compensation and benefits.

Initially, you will have to undergo an IBM trainee program specially designed for all college campus hires. This training is to enable you to acclimatize to the industry and post qualifying, accelerate your transition to a live project.

You must complete your formal course of education, including final semester examinations to establish your qualifications, before joining. Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% or 6.5 CGPA in Bachelors & Post-Graduation and 60% or 6.0 CGPA in SSLC or X, HSC/PUC/XII, Diploma or the equivalent, failing which IBM may, at its sole discretion, withdraw this offer of employment.

Acceptance and Commencement

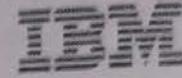
Your appointment will be effective on your joining date, i.e July 9, 2018. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- On your first day of employment, please report at 9:00 am to the Main Lobby located at Block D3, Manyata Embassy Business Park, Nagawara Outer Ring road, Bangalore-560045.

If you have questions about your First Day Documentation, send an email to eschoolhiring@in.ibm.com

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms &



IBM CONFIDENTIAL

ANNEXURE A

| | | | |
|--|---------------------------|---------------------------|-----------|
| DATE | June 26, 2018 | | |
| NAME | Rohit Kumar Mishra | BAND | 06G |
| DESIGNATION | Associate System Engineer | LOCATION | BANGALORE |
| <u>Compensation Components</u> | | <u>IBM Offer (in INR)</u> | |
| 1. Annual Basic Salary | | 135135 | |
| 2. Annual Flexible Benefit Plan (FBP) | | 162162 | |
| 3. Annual Reference Salary (ARS) | | 297297 | |
| 4. Retirals | | | |
| a) Provident Fund (PF) | | 16216 | |
| b) Gratuity @ 4.8% | | 6486 | |
| 5. Annual Reference Salary + Retirals | | 320000 | |

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining IBM. Please note: IBM reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining IBM. Please note: IBM reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.



#15, 3rd Main, 3rd Cross, Maruthi Nagar, Shreyas colony, JP Nagar 7th Phase - 560078

To,
The Placement Officer
REVA University
Bangalore - 560064

Date: 15th March, 2018

Respected Sir,

We are pleased to inform you that our company has successfully completed the recruitment process for the current academic year at your esteemed institution. We are happy to announce that we have identified some exceptional talent and would like to extend job offers to the selected students. The roles and the students selected against each role along with the compensation break up is as under:

I. Process Executive Role

| Sl. No | Name | Role | CTC in LPA |
|--------|---------------------|-------------------|------------|
| 1 | Abhishek B R | Process Executive | 2.8 |
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| 4 | C Sumanjali | Process Executive | 2.8 |
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| 6 | Kavya V | Process Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Process Executive | |
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| Compensation Break up | | |
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| 5 | Ranjith S D | Trainee Relationship Manager | 3 |
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| Position | Branding Executive | |
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We will be sharing the individual offer letters for each of the selected candidates with copies marked to you.

We request you to kindly inform us about their examinations and the expected date they will be able to join our organization. We will plan their joining dates accordingly.

We would like to express our gratitude to you and your team for your cooperation and support throughout the recruitment process. It has been a pleasure working with your institution, and we hope to continue this partnership in the future.

Thank you once again for your valuable assistance.

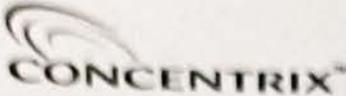
Yours Sincerely,

For Bizotic Talent Solutions Private Limited

Ramyashree S



Ramyshree S
Head of Finance & Operations



College/Institute Name: REVA UNIVERSITY

Date: 11/1/2018

Subject: Expression of Interest - Campus

Dear RUKSAR JAHAR:

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of <Rep-operations> provided you successfully complete your graduation and fulfill other requirements. This letter is intended only as an overview of the potential offer from **Concentrix Daksh Services India Private Limited** (hereinafter, 'Concentrix'/'Company'). The detailed terms and conditions of employment will be contained in an Appointment letter (if any), which may be issued by the Company and may contain additional provisions to those herein.

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Signature of Candidate

CNX/REC/ART/AGHR/EOI/4.0

Concentrix Daksh Services India Private Limited

DLF SEZ, Building No. 14, Tower-C, 17th Floor, DLF Cyber City, DLF Phase-2, Gurgaon - 122 002, India
91 124 463 5100 • 91 124 426 3311 (fax)

Registered Address: R Cube, Suite Nos - 06 & 07, Lower Ground Floor Level, Shivaji Stadium Metro Station, Airport Express Line, New Delhi - 110001, India
91 11 4701 6288

College/Institute Name: REVA
UNIVERSITY

Date: 11/01/2018

Subject: Expression of Interest - Campus

Dear S. AKASH

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of <REP-OPERATIONS> provided you successfully complete your graduation and fulfill other requirements. This letter is intended only as an overview of the potential offer from **Concentrix Daksh Services India Private Limited** (hereinafter, 'Concentrix/ Company'). The detailed terms and conditions of employment will be contained in an Appointment letter (if any), which may be issued by the Company and may contain additional provisions to those herein.

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Signature of Candidate

CNX/REC/ART/AGHR/EOI/4.0

Concentrix Daksh Services India Private Limited

DLF SEZ, Building No. 14, Tower-C, 17th Floor, DLF Cyber City, DLF Phase-2, Gurgaon - 122 002, India
91 124 463 5100 • 91 124 426 3311 (fax)

Registered Address: R Cube, Suite Nos - 06 & 07, Lower Ground Floor Level, Shivaji Stadium Metro Station,
Airport Express Line, New Delhi - 110001, India
91 11 4701 6288

Date – September 19, 2017

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block,
Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-49139999
[http://www-
07.ibm.com/in/careers/](http://www-07.ibm.com/in/careers/)

Dear Sachin P,

Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works.

We are very pleased to provide this Expression of Interest, which reiterates our intention to hire you, subject to successful completion of our normal pre-recruitment processes (including a background check & pre screening, if applicable). After you provide other information, supporting documents and successfully meet our requirements, we propose to issue a Formal Offer Letter to you.

Please note this Expression of Interest is neither an offer nor a legally binding contract of employment.

The Expression of Interest shall remain valid until the earlier of date of the Formal Offer Letter or nine months hereinafter.

If any information supplied by you in your application or during the selection process is found to be unsatisfactory, incorrect or false and/or if you suppress material information regarding your qualifications and experience, IBM reserves the right to revoke this Expression of Interest without notice. IBM's decision in this respect shall be final.

The terms of Expression of Interest are strictly between you and IBM. Please treat this information as personal and confidential.

We look forward to the opportunity to work with you and hope to convert this Expression of Interest into a formal employment relationship between you and IBM upon the successful completion of all pre-recruitment procedures.

Sincerely,



Rohit K Vohra
Recruitment Leader
India/SA

ECE

Date - September 19, 2017

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block,
Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
[http://www-
07.ibm.com/in/careers/](http://www-07.ibm.com/in/careers/)

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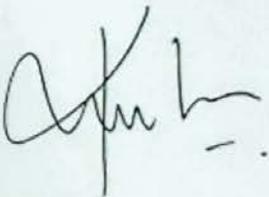
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Sincerely,



Rohit K Vohra
Recruitment Leader
India/SA

2018-18 - 123

NEUDESICSM

Corp Office: Unit No.101, B-9, K Raheja Mind space IT Park, Madhapur, Hyderabad -500 081 • Ph. +91 40 40072112 • www.neudesic.com

18 December 2018

Sachin S

Employment offer

Dear Sachin S, NDSC 18122018/10

We are very happy that you have approached us, "Neudesic" for employment. As a result of our recent discussions and after careful consideration, we would like to extend an offer of employment to you as **Associate Consultant** if you choose to accept this offer before **20 December 2018**. Your date of joining would be on or before 31 December 2020 and will be intimated to you after the successful completion of your current educational program. The compensation and terms of employment are set forth below:

Your compensation will be **INR 360000/- per annum**, (compensation structure given in Annexure I), less taxes and deductions as applicable by the Govt. of India for all required withholdings, and paid in accordance with the Company's normal payroll procedures. Your compensation will be paid monthly basis.

Our work culture is informal and we try to encourage self-motivated individuals. We will try and make every effort to ensure that you have an atmosphere that brings out the best in you. As a responsible employee, you would be required to work not less than 45 hours per week. As a company employee, you will be required to follow the corporate rules and policies. You may not disclose confidential company information to unauthorized third parties.

We have prepared a formal Employment Agreement for your review and acceptance which details the complete terms of your employment with Neudesic available in Annexure II. This letter and the Employment Agreement form the complete and exclusive statement of employment between you and the Company. These employment terms supersede any other agreements, understandings, promises, or communications, written or oral, by or on behalf of the Company. The terms and conditions of your employment will be in accordance with the Company's policies and procedures which you are required to peruse before joining.

If you choose to accept this offer of employment, please revert to our mail within 2 days confirming your acceptance. We hope you accept this offer and we look forward to working with you.

Sincerely,

Ishita Panda
Manager, Human Capital Management
Neudesic Technologies Private Limited

EMPLOYEE STATEMENT:

I agree with and accept the terms set forth in this letter.

Print Name

Signature

Date

ECE

EMC²



May 8, 2018

Sai Ganesh O
#113, FIRST FLOOR, THIRD CROSS, 2ND BLOCK, P AND T COLONY, R T NAGAR
BENGALURU 560032
India

Private & Confidential

Dear Sai,

Congratulations, and welcome to Dell!

We are pleased to extend our offer of employment to Sai Ganesh O (employee hereafter "you/your") with EMC INDIA S/W & SERV PVT ("the Company") conditional on the successful completion of the Company's Background Checks, and subject to the attainment of work permit, employment pass or employment visas, as may be applicable.

Your title will be Associate Sales Engineer Analyst at career level Individual Contributor I5, reporting to Abhinay Kumar (1011891), Manager 2, Sales Engineer Analyst. Your start date is June 18, 2018. You will be based at our offices in Bangalore, India.

Orientation

A member of our Onboarding team or Talent Acquisition team will be in contact with you prior to your joining date to assist you with your onboarding experience.

EMC Software and Services India Private Limited
Bagmane Developers Private Limited - SEZ, Marathahalli Ring Road, Doddanekkundi Village, Bengaluru - 560037, India
Phone: +91 80 67375000 / 40025000 Fax: +91 80 67376000 / 40026000

Regd. Office: #112,113, Akurdi Sankul, Opp Janata Sahakani Bank, Tilak Road, Sadashivpeth, Pune - 411 030
CIN: U72900PH1999PTC013724
www.emc.com

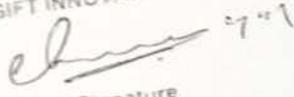


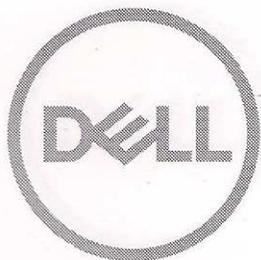
GIFTMYGIFT INNOVATIONS LLP

To Whomsoever it May Concern

This is to certify that **Sai Keerthi .N** final year BBA student at Reva university has been permitted to do the internship in marketing and sales for the period of three months starting from 6th January 2018 to 31st March 2018 in GIFTMYGIFT INNOVATIONS LLP.

For GIFTMYGIFT INNOVATIONS LLP


Authorised Signature



May 8, 2018

Sai Ram Gitte

No. 75, Bharathnagar, Hesaraghatta main road, Vidyananyapura post, Bangalore

Bangalore 560097

India

Private & Confidential

Dear Sai Ram,

Congratulations, and welcome to Dell!

We are pleased to extend our offer of employment to Sai Ram Gitte (employee hereafter "you/your") with EMC INDIA S/W & SERV PVT ("the Company") conditional on the successful completion of the Company's Background Checks, and subject to the attainment of work permit, employment pass or employment visas, as may be applicable.

Your title will be Associate Sales Engineer Analyst at career level Individual Contributor I5, reporting to Rajkumar Ekanatheeswaran (1001851), Director, Sales Engineer Analyst. Your start date is June 18, 2018. You will be based at our offices in Bangalore, India.

Orientation

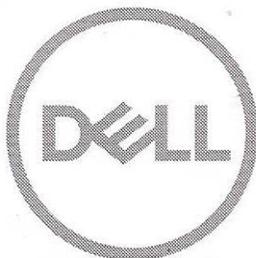
A member of our Onboarding team or Talent Acquisition team will be in contact with you prior to your joining date to assist you with your onboarding experience.

EMC Software and Services India Private Limited

Bagmane Developers Private Limited - SEZ, Marathahalli Ring Road, Doddanekkundi Village, Bengaluru - 560037, India
Phone: +91 80 67375000 / 40025000 Fax: +91 80 67376000 / 40026000

Regd. Office: #112,113, Akruiti Sankul, Opp Janata Sahakari Bank, Tilak Road, Sadashivpeth, Pune - 411 030

CIN: U72900PN1999PTC013724

**Core Business Hours**

Your working hours shall be the number of hours as the Company may from time to time deem appropriate and as may be necessary to achieve the purposes of the Company (inclusive of a lunch break). Please take note that certain functions such as Sales, Technical Support, Manufacturing, Information Services require staggered/shift hours.

Place of Work

Your usual place of work will be at Bangalore, India. However, the company reserves the right at its discretion, and by this contract you hereby agree, to change your place to work, either on a temporary or permanent basis, to any other place where it now conducts or at some future date, may conduct its business or part of its business. Except at the discretion of the Company you will not be compensated or reimbursed for the costs involved in such relocation. You may be required to work at or from any office, branch or location of the Company or any client of the Company, as the need arises, which you agree to do so. In the event of you working in the premises of any other Company you shall comply with all Regulations and Codes of Conduct and legislative restrictions and requirements applicable in the workplace of any Company that you may be assigned to. Any breach of such legislation, Regulations or Codes of Conduct shall be deemed a serious breach of discipline and may result in dismissal.

Compensation

We are pleased to offer you a compensation package consisting of the following element(s):

Base Salary, of 480,005.00 per annum.

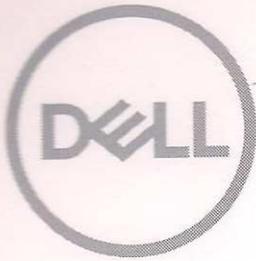
Base salary is comprised of Basic and Basket of allowances. Basic is 192,002.00. Basket is 288,003.00 INR Annual.

*The Basket of Allowances includes components such as HRA and LTA. You may be eligible for all the allowances or a combination of them, depending on other factors including your job grade. Please contact HR Staffing for further details regarding the components you are eligible for and the limits there under that are applicable to you.

Retirals

Retirals is comprised of PF and Gratuity. PF is 12% Annual. Gratuity is 4.81% Annual.

***Gratuity: Payment of Gratuity would be as per the criteria set out in the Payment of Gratuity Act



****PF contribution: If your basic salary is less than INR 15000 per month, then for the purpose of PF computation and contribution, the sum total of basic salary, conveyance and undeclared portion of the basket of allowances (BOA) will be considered up to the extent of INR 15,000 per month.

Illustration: If your monthly basic salary in the salary table above is INR 6000, conveyance is INR 800 and your undeclared BOA is INR 2,000, then PF = 12% of 8800 which amounts to 1056. Employer and Employee contribution to PF will be 1056.

You will be entitled to all employee benefits including benefits through Employee Welfare Fund which is a contributory fund in which you will be a member of. There will be a standard deduction of Rs 200/- per month or such other amounts as decided from time to time towards contribution to the Employee Welfare Fund.

Incentive Bonus Plan

You will be eligible for an annual bonus of 5% of your base salary on terms that may vary, depending upon the Company's financial results and attainment of strategic corporate initiatives. You will be eligible to participate in the bonus program on a pro-rated basis, calculated from your start date. The Company reserves the right to vary the terms and amount of your bonus, depending upon your performance, the company's financial results and attainment of strategic corporate initiatives. The terms of the Bonus Plan are subject to annual re-evaluation and modification by the Company. The bonus is paid after the end of the Company's fiscal year. You must be actively employed at time of payment in order to earn and receive the bonus.

Total Target Cash will be INR504,005.25 plus Retirals per annum.

Your salary will be paid each **month** via Electronic Funds Transfer to the bank account nominated by you. We will advise you of the relevant date of payment.

Benefits

The Company offers a variety of benefits to assist you and your family. You will enjoy all benefits in accordance with the Company's prevailing policy and practice. A summary of these benefits will be made available for your access after onboarding. The Company reserves the right, at its absolute discretion, to vary or amend the terms of any benefit or existing benefit policy offered in accordance with applicable local law.



Probation

Your first 6 months of service will be of a probationary nature. The Company may waive or reduce the probation period at its discretion. You are deemed to have successfully completed your probationary period after 6 months unless otherwise informed in writing by the Company. For a person whose immediate previous employment is with any of the Dell group of companies, this clause shall not be applicable.

Notice Period and Termination

During the probationary period, your employment may be terminated by either party at any time by giving to the other party written notice of not less than **30 days** or salary in lieu thereof at the sole discretion of the Company.

Upon satisfactory completion of probation, your employment may be terminated by either party at any time by giving to the other party **60 days** written notice prior to the termination date or salary in lieu at the sole discretion of the Company.

Notwithstanding the above, the Company reserves the right at all times to terminate your employment (including employment during your probationary period) forthwith without notice or payment in lieu of notice if you are involved in gross negligence, misrepresentation, serious misconduct, a breach of any Dell policy including but not limited to the Code of Conduct; or commit any act of fraud or dishonesty or any criminal offense. In such an event, without prejudice to the Company's rights at law and/or under other provisions of this letter, the Company shall pay only salary earned by you up to the date of termination.

In the event of termination of services, you agree and authorize the Company to offset payment of any pro-rated allowance advances, and any other sums due to the Company to the extent permitted by law, against salary due and to withhold amounts that may be required by the relevant authorities. You will also be required to promptly deliver to Dell all originals and copies of materials, documents and property of Dell which are in your possession or control.

**Restraint:**

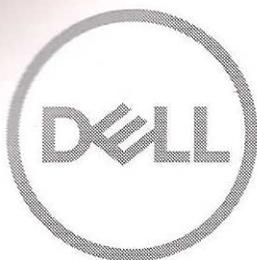
In addition, for a period of one year after termination of employment with the Company, you shall not approach or communicate with any customers of the Company, nor solicit or endeavor to take away from the Company, the business or any customers or clients of the Company. You further agree not to, for a period of [one year] after termination of employment with the Company, approach any employee of the Company or communicate with any employee of the Company with the effect of enticing, or attempting to entice any employee away from the Company.

Code of Conduct

The company's Code of Conduct sets out the standards of business conduct to which all employees are expected to adhere. We take our Code of Conduct very seriously in order to maintain the highest possible standard of ethics. Failure to adhere to the Code of Conduct is a disciplinary offence and may result in dismissal. A copy of the Code of Conduct shall be given to you in your Employee Orientation Program on joining. If you require a copy of any of the company's Code of Conduct before signing this employment contract please contact your Recruiter (i.e. signatory on this employment contract).

You should comply with the legal requirements of each country in which the Company conducts business and shall employ the highest ethical standards in your dealings. Use of any company assets for unlawful purposes is strictly prohibited.

In the event of you working in the premises of any other Company you shall comply with all Regulations and Codes of Conduct and legislative restrictions and requirements applicable in the workplace of any Company that you may be assigned to. Any breach of such legislation, Regulations or Codes of Conduct shall be deemed a serious breach of discipline and may result in dismissal.

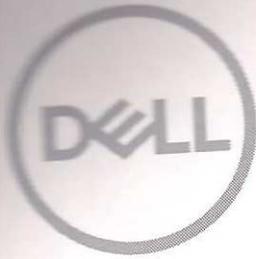
**Data Protection**

will obtain, hold and use personal data relating to you in the context of your employment, including, but not limited, your name, number, cost centre, address, emergency contact details (e.g. home telephone number), educational details/history/qualifications and employment history, proof of right to work, any director or officer posts held, outcomes of any pre-employment screening, salary information including details on commissions bonuses and profit share, pension, stock option rights and details related thereto as well as additional benefit details, job description, job level, job grade, performance plans and performance rating details including sales and margin targets and achievements, Individual Work history.

The purposes of such processing are to administer and manage the employment relationship we have with you, and may include disaster recovery data duplication, administering and maintaining personnel records (includes sickness and other absence records), assessing fitness for work, paying and reviewing salary, bonus, profit share and other benefits (if any), providing and administering benefits such as pension, stock purchase and stock option programmes, life, health and medical insurance, analysing sales and sales related activity, career and succession planning, performance appraisals and reviews, employee development and training, resources and skills allocation, regulatory and legal compliance, carrying out activities related to compliance with the company's policies and procedures, providing references and information to future employers, governmental and regulatory agencies (includes tax, social security authorities) in a take-over or merger, providing information to a future purchaser or potential purchaser of or any part of 's business or a potential or future service provider as part of due diligence. You hereby consent to such data processing by , any other . company or any third party charged with providing services, information or benefits related to the employment and you further consent to transfer of data to a company or third party even if such company or third party is situated outside India in a country which does not offer a level of data protection compared to the level applied in India. will put in place adequate safeguards with such third parties to ensure an adequate level of data protection.

Confidentiality Obligation

You will not use, publish, misappropriate or disclose any "Confidential or Proprietary Information", during or after your employment, except as required in the performance of your assignment for the Company or as authorized in writing by the Company. Such Information shall include what you learn or originate during your employment which is not available or readily ascertainable from public sources, and includes such information disclosed by others in confidence to the Company. If in doubt, you will promptly consult your supervisor. Confidential and Proprietary Information includes, but is not necessarily limited to, the information described in sub-paragraphs below.

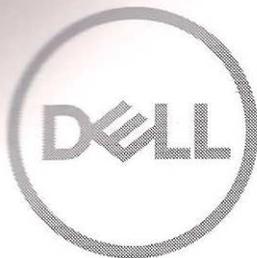


- a) Computer products, Company processes and device strategies planned or under development, including device specifications, system architecture, logic designs, circuit implementations and plans for unannounced and announced products;
- b) Software products in use, planned or under development, including operating systems adaptations or enhancements, language compilers, interpreters and translators, system design and evaluation tools, and application programs;
- c) Information relating to Company employees; actual and anticipated relationships between the Company and other companies; sales levels, profit levels, pricing and other unpublished financial data; and budget, staffing, compensation, equipment and related plans;
- d) Information relating to the Company's customer and vendor relationships. This includes performance requirements, development and delivery schedules, device and product pricing and quantities, and other information communicated to the Company by customers or vendors.

You will not use in your work or disclose to the Company any confidential or proprietary information of a third party unless the Company first receives written authorization from the third party allowing the use or disclosure of such information and unless the Company agrees in writing to receive such information on terms acceptable to the Company. You will abide by the restrictions imposed on the disclosure and use of such third party information.

You acknowledge that a violation of the provisions of this Agreement dealing with Confidential and Proprietary Information and Intellectual property may cause significant harm to the Company and that remedies at law may be inadequate to protect against a breach of such provisions. Accordingly, you agree that the Company shall be entitled, in addition to any other relief available to it, to the granting of injunctive relief without proof of actual damages or the requirement to establish the inadequacy of any of the other remedies available to it. You agree not to assert any defense in proceedings regarding the granting of any injunction or specific performance based on the availability to the Company of any other remedy.

For a period of one (1) year after leaving the Company's employment, you will give written notice to the new employer of your obligations regarding Intellectual Property, Confidential and Proprietary Information. For a period of one (1) year after termination of this Contract for whatever cause, you shall not solicit or endeavor to take away from the Company the business of any customers or clients of the Company.

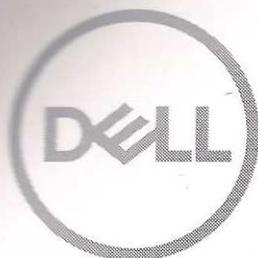
**Intellectual Property and Copyright**

While you are an employee of the Company, you will promptly disclose to the Company, all Intellectual Property developed by you, solely or jointly with others, in the course of your employment. Intellectual Property includes each discovery, idea, improvement, or invention you create, conceive, develop or discover, alone or with others, which relates to the Company's business or results from the use of the Company's equipment, supplies, facilities, or information. All Intellectual Property, in whatever form, is the Company's property. You will assign to and agree to assign to the Company and its nominees, without additional compensation, all of your worldwide and perpetual rights in Intellectual Property. You will assist the Company in all ways, including giving evidence and executing any documents deemed helpful or necessary by the Company to establish, perfect, and register worldwide, at the Company's expense, such rights in Intellectual Property. You will not do anything in conflict with the Company's rights in Intellectual Property and will cooperate fully to protect Intellectual Property against misappropriation or infringement by third parties. If you come across any cases of infringement of the rights of the Company in its Intellectual Property, you will promptly notify the Company of such infringement and assist the Company in all ways to protect its Intellectual Property.

You hereby agree that the Company will be the copyright owner in all works of every kind and description created or developed by you, solely or jointly with others, in connection with any employment with the Company. If requested to, and at no further expense to the Company, you will execute in writing any acknowledgments or assignments of copyright ownership of such Copyrightable Works as may be appropriate for preservation of the worldwide and perpetual ownership in the Company and its nominees of such copyrights.

You further agree that the Company may use your name, voice, picture or likeness in the Company's advertising, training advertisement and other materials without payment or separate compensation to you both during and following your employment with the Company.

On the date your employment with the Company ends, you will promptly deliver to a designated representative of the Company all originals and copies of all materials, documents and property of the Company which are in your possession or control. You will also cooperate in conducting exit interviews with a designated representative of the Company. The purpose of the exit interviews will be to review confidential and proprietary information known or possessed by you and to confirm the Company's rights regarding non-solicitation, the protection of the confidential and proprietary information and the disclosure to the Company and its ownership of intellectual property.



Export Compliance

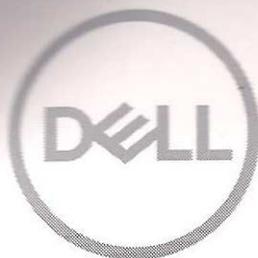
You will not export or otherwise transfer out of India or release to any person, Controlled Technology or Software, during or after employment with the Company, except as authorized in writing by the Company. Controlled Technology or Software is technology or software controlled under the U.S. Export Administration Regulations and includes, but is not limited to:

- Confidential and Proprietary Information of the type described in paragraph 4(a) above, to the extent that such information is not otherwise publicly available;
- Technical information of its affiliates, its customers or other third parties that is in use, planned, or under development, such as but not limited to: manufacturing and/or research processes or strategies (including design rules, device characteristics, process flow, manufacturing capabilities and yields); computer product, process and/or devices (including device specification, system architectures, logic designs, circuit implementations); software product (including operating system adaptations or enhancements, language compilers, interpreters, translators, design and evaluation tools, and application programs); and any other databases, methods, know-how, formulae, compositions, technological data, technological prototypes, processes, discoveries, machines, inventions, and similar items;
- Information relating to future plans of its affiliates, its customers and other third parties, such as but not limited to: marketing strategies; new product research pending projects and proposals; proprietary production processes; research and development strategies; and similar items.
- Release includes disclosure to any person, oral exchange, and application to situations abroad of personal knowledge or technical experience. If you have any doubts regarding whether particular information is Controlled Technology or Software, please consult your manager, 's Legal Department, or 's Export Compliance Organization.

Training: The Company may also send you abroad for the purpose of specific skills training relevant to your employment with the Company. If your employment with the Company ends for any reason within the first twelve (12) months of you being sent abroad for specific skills training, you will repay to the Company, all of the costs paid to you or incurred on your behalf for this training.

The company reserves the right to review the skills required to perform the job, and may introduce new trainings and certifications needed to impart the new skills and ways to measure the same. You shall undergo such trainings and certifications when needed and continue to successfully upgrade your skills and capabilities needed to perform the job effectively at expected levels.

Recovery of dues: In the event of any financial recovery to be made from you, the Company shall also be entitled to offset payment of any prorated allowance advances against salary due and to withhold amounts that may be required by relevant authorities. These repayment obligations cannot be waived except by a written communication by the Company.



Secondary employment and outside business ventures: While in the employment of the Company, you shall not undertake employment with any other Company on a temporary or part-time basis or offer your services with or without pay to any person, legal entity or public authority or to be occupied in your own business without the prior written consent of the Company.

Correctness of Information: This appointment is based on the information supplied by you in your application for employment. This appointment will be treated as "null and void" if any material error, in the management opinion, is discovered and/or due to non-disclosure of relevant information about you, to the company.

Service rules: For all other matters, not specified herein, you shall be governed by the company's policies, conditions of service, service rules and amendments made and communicated from time to time.

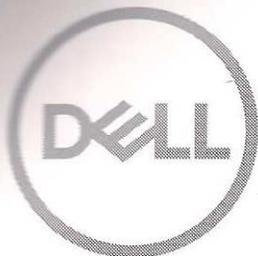
Retirement

You shall retire on the attainment of sixty two (62) years unless specifically communicated by the company in writing to continue in service beyond this age.

Regards,

A handwritten signature in black ink that reads "S. Gangadhar".

Gangadhar Salimath
Senior Manager, Talent Acquisition

**Confirmation of Acceptance**

I, Sai Ram Gitte, confirm that I have read, understood and accept the terms and conditions of employment with Dell. I authorize the Company to make deductions from my wages pursuant to clause "remuneration" of this agreement.

I confirm that I will commence employment with Dell on 18 Jun, 2018.

Sai Ram

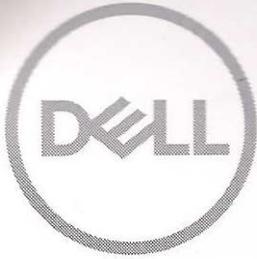
9/5/18

Sai Ram Gitte

Date

We have partnered with a vendor to enable you to review and accept employment related documents electronically in an efficient, secure and protected manner. The documents are encrypted. Your electronic signature cannot be changed once signed. You will be able to print out full copies of your signed documentation for your records. Within each document, the system will guide you to all relevant sections which need to be completed and signed.

Electronic is our preferred, and most efficient, method for managing the documentation. However, if you prefer, you can print and sign all of the documents, and scan and email the originals to Niraj Pandey / Niraj.Pandey@Dellteam.com. If you need to return the documentation in a different manner, please let your recruiter know.

**Annexure****Notice Period Buyout**

The Company will pay for your Notice pay recovery if any, as agreed during the HR interview. If my employment ends within the first 12 months of my hire date*, either due to my resignation (regardless of the reason) or because terminates the employment for cause (as determined by at its sole discretion), I will be required to repay to the entire notice period that has been bought out by at the time of my joining. Gross up on notice period buyout will be done on a case to case basis depending on the tax treatment availed in the previous employment/s. You need to submit the necessary document in support of Notice Period Buyout claim.

*** Hire Date shall mean the date of transfer in case of current employees who have opted for a personal transfer and the date of joining in case of new hires.**

I agree that the repayment amount for any of the categories as detailed above will become fully due and payable upon my termination of employment. I hereby authorize , to the full extent allowed by law, to deduct the repayment amount for any of the categories as detailed above from any monies owed to me by , including, but not limited to: wages, final paycheck, reimbursement for expenses, payment for unused benefits, refunds of contributions to benefit plans or programs, and/or any other sums payable to me by .

Sai Ram

9/05/18

Sai Ram Gitte

Date

ECE

EMC²



May 8, 2018

Sai Ram Gitte
No. 75, Bharathnagar, Hesaraghatta main road, Vidyanarayapura post, Bangalore
Bangalore 560097
India

Private & Confidential

Dear Sai Ram,

Congratulations, and welcome to Dell!

We are pleased to extend our offer of employment to Sai Ram Gitte (employee hereafter "you/your") with EMC INDIA S/W & SERV PVT ("the Company") conditional on the successful completion of the Company's Background Checks, and subject to the attainment of work permit, employment pass or employment visas, as may be applicable.

Your title will be Associate Sales Engineer Analyst at career level Individual Contributor I5, reporting to Rajkumar Ekanatheeswaran (1001851), Director, Sales Engineer Analyst. Your start date is June 18, 2018. You will be based at our offices in Bangalore, India.

Orientation

A member of our Onboarding team or Talent Acquisition team will be in contact with you prior to your joining date to assist you with your onboarding experience.

EMC Software and Services India Private Limited

Bagmane Developers Private Limited - SEZ, Marathahalli Ring Road, Doddanekundi Village, Bengaluru - 560037, India
Phone: +91 80 67375000 / 40025000 Fax: +91 80 67376000 / 40026000

Regd. Office: #112,113, Akroti Sankul, Opp Janata Sahakari Bank, Tilak Road, Sadashivpeth, Pune - 411 030
CIN: U72000PN1000PTCo1972A

CSE

Mr Samkeet Jain
Bangalore
Email ID: jain.samkeet2210@gmail.com
Phone: 8147514179

Date: 8th November 2017

Dear Samkeet,

Greetings from **Hashedin Technologies!**

We are pleased to offer you an appointment for Internship with a tentative joining date as of 15th Jan 2018 till July 2018 with Hashedin Technologies Private Limited ("Company"). During the internship period, you will be entitled to receive a stipend of Rs.16,000/- per month (Rupees Sixteen Thousand). Over that, you will get benefits like health insurance, flexible timing and home-like meals direct from Hashedin kitchen.

This will be followed by a job offer of **Technical Analyst** upon successful completion of your internship and coursework. Post internship, you will be entitled to receive a gross CTC of **INR 7,00,000/-** (Rupees Seven Lacs Only). You can refer to the following table for breakup.

| CTC Breakup | Amount |
|---|----------------------|
| Fixed Component | INR 4,50,000 |
| Variable Performance Bonus (0% to 400% % of the Fixed monthly salary) | Upto INR 1,50,000 |
| Joining Bonus *INR 40,000 – Payable with 1st month salary in Aug 2018 **INR 60,000 – Payable with 12th month salary in Aug 2019 | INR 1,00,000 |
| Total Cost to Company | IINR 7,00,000 |

* First joining bonus is paid in the 1st year with 1st month salary. ** Second bonus is paid at the end of the first year with the 12th month salary. It has to be returned if you do not complete 1 additional year (total 2 years) of employment at Hashedin. If the candidate does not complete 1 year from the date of payment, the joining bonus amount is to be returned and will be adjusted in full and final settlement.

Date – September 19, 2017

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block,
Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-49139999
[http://www-
07.ibm.com/in/careers/](http://www-07.ibm.com/in/careers/)

Dear Sandhya R,

Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works.

We are very pleased to provide this Expression of Interest, which reiterates our intention to hire you, subject to successful completion of our normal pre-recruitment processes (including a background check & pre screening, if applicable). After you provide other information, supporting documents and successfully meet our requirements, we propose to issue a Formal Offer Letter to you.

Please note this Expression of Interest is neither an offer nor a legally binding contract of employment.

The Expression of Interest shall remain valid until the earlier of date of the Formal Offer Letter or nine months hereinafter.

If any information supplied by you in your application or during the selection process is found to be unsatisfactory, incorrect or false and/or if you suppress material information regarding your qualifications and experience, IBM reserves the right to revoke this Expression of Interest without notice. IBM's decision in this respect shall be final.

The terms of Expression of Interest are strictly between you and IBM. Please treat this information as personal and confidential.

We look forward to the opportunity to work with you and hope to convert this Expression of Interest into a formal employment relationship between you and IBM upon the successful completion of all pre-recruitment procedures.

Sincerely,



Rohit K Vohra
Recruitment Leader
India/SA

PRIVATE & CONFIDENTIAL



To,

Dear Sandhya P,

Date: 8 Jan 18

Letter of Intent (LOI)

Subsequent to the meetings between Outsourcpartners International Pvt. Ltd and you, we are pleased to issue a Letter of Intent on the terms set here in.

1. You are being offered the position of **Associate at Band A1**
2. Your date of joining shall be on or before **16th January 2018**
3. The offer is subject to the following conditions;
 - a. Accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date
 - b. You meeting all evaluation criteria in all the trainings.
 - c. Successful drug screening, criminal background and reference checkIf any of the above conditions are not met, this LOI/ Employment agreement would be liable to be terminated.
4. On your date of joining, you may be issued a formal Employment Agreement in exchange of this LOI.
5. You shall be based at **Bangalore** but will serve the company or any of its subsidiaries or associated companies in any location within or outside of India.
6. As an employee of the Company, you will receive an **annual CTC (Cost to the Company) of Rs. 156,600 /-**. This will be payable to you in accordance with the prevailing standard compensation plan of the Company.

Kindly sign and return a copy of this letter as a token of your acceptance.

Yours sincerely,
For Outsourcpartners International Pvt. Ltd.

A handwritten signature in black ink, appearing to read "Nirmal Paramban".

Nirmal Paramban

Assistant Vice President, Human Resources

I accept the terms and conditions of this offer

CSE

Date - September 18, 2017

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block,
Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel 91-80-49139999
[http://www-
07.ibm.com/in/careers/](http://www-07.ibm.com/in/careers/)

Dear Sandhya R,

Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works.

We are very pleased to provide this Expression of Interest, which reiterates our intention to hire you, subject to successful completion of our normal pre-recruitment processes (including a background check & pre screening, if applicable). After you provide other information, supporting documents and successfully meet our requirements, we propose to issue a Formal Offer Letter to you.

Please note this Expression of Interest is neither an offer nor a legally binding contract of employment.

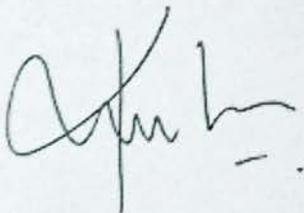
The Expression of Interest shall remain valid until the earlier of date of the Formal Offer Letter or nine months hereinafter.

If any information supplied by you in your application or during the selection process is found to be unsatisfactory, incorrect or false and/or if you suppress material information regarding your qualifications and experience, IBM reserves the right to revoke this Expression of Interest without notice. IBM's decision in this respect shall be final.

The terms of Expression of Interest are strictly between you and IBM. Please treat this information as personal and confidential.

We look forward to the opportunity to work with you and hope to convert this Expression of Interest into a formal employment relationship between you and IBM upon the successful completion of all pre-recruitment procedures.

Sincerely,



Rohit K Vohra
Recruitment Leader
India/SA

2019-18-12-11

NEUDESIC™

Corp Office: Unit No.101, B-9, K Raheja Mind space IT Park, Madhapur, Hyderabad -500 081 • Ph. +91 40 40072112 • www.neudesic.com

18 December 2018

Sangamesh Pani

Employment offer

Dear Sangamesh Pani, NDS C1812201811

We are very happy that you have approached us, "Neudesic" for employment. As a result of our recent discussions and after careful consideration, we would like to extend an offer of employment to you as **Associate Consultant** if you choose to accept this offer before **20 December 2018**. Your date of joining would be on or before 31 December 2020 and will be intimated to you after the successful completion of your current educational program. The compensation and terms of employment are set forth below:

Your compensation will be **INR 360000/- per annum**, (compensation structure given in Annexure I), less taxes and deductions as applicable by the Govt. of India for all required withholdings, and paid in accordance with the Company's normal payroll procedures. Your compensation will be paid monthly basis.

Our work culture is informal and we try to encourage self-motivated individuals. We will try and make every effort to ensure that you have an atmosphere that brings out the best in you. As a responsible employee, you would be required to work not less than 45 hours per week. As a company employee, you will be required to follow the corporate rules and policies. You may not disclose confidential company information to unauthorized third parties.

We have prepared a formal Employment Agreement for your review and acceptance which details the complete terms of your employment with Neudesic available in Annexure II. This letter and the Employment Agreement form the complete and exclusive statement of employment between you and the Company. These employment terms supersede any other agreements, understandings, promises, or communications, written or oral, by or on behalf of the Company. The terms and conditions of your employment will be in accordance with the Company's policies and procedures which you are required to peruse before joining.

If you choose to accept this offer of employment, please revert to our mail within 2 days confirming your acceptance. We hope you accept this offer and we look forward to working with you.

Sincerely,

Ishita Panda
Manager, Human Capital Management
Neudesic Technologies Private Limited

EMPLOYEE STATEMENT:

I agree with and accept the terms set forth in this letter.

Print Name

Signature

Date

College/Institute Name: KEVA
University Bangalore

Date: 11/01/2018

Subject: Expression of Interest - Campus

Dear SANJEEV

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of <REP-operation> provided you successfully complete your graduation and fulfill other requirements. This letter is intended only as an overview of the potential offer from **Concentrix Daksh Services India Private Limited** (hereinafter, 'Concentrix' 'Company'). The detailed terms and conditions of employment will be contained in an Appointment letter (if any), which may be issued by the Company and may contain additional provisions to those herein.

1. Your initial place of work shall be at the company's discretion and can be at any Concentrix locations.
2. You will be required to bring the following documents at the time of joining: (i) the Original copy of this letter; (ii) the Originals and 2 set of photocopies of the documents mentioned in Mandatory Document Checklist.
3. This Expression of Interest shall remain valid for a period of 30 days from the date of your Final Examination. Considering the candidature beyond the 30 day period would be as per the requirement in the organization.

On submission of the above-mentioned documents, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining. If any information furnished by you in your application or during the selection process is found to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may withdraw this expression of interest without any notice. We encourage you to contact us at campusplacements@concentrix.com at least a week prior to your coming to our office.


Signature of Candidate

CNX/REC/ART/AGHR/EOI/4.0

Concentrix Daksh Services India Private Limited

DLF SEZ, Building No. 14, Tower-C, 17th Floor, DLF Cyber City, DLF Phase-2, Gurgaon - 122 002, India
91 124 463 5100 • 91 124 426 3311 (fax)

Registered Address: R Cube, Suite Nos - 06 & 07, Lower Ground Floor Level, Shivaji Stadium Metro Station,
Airport Express Line, New Delhi - 110001, India
91 11 4701 6288

2013-18 → 54

Date: 31st January 2018

FORM 'A'

To,

Santhosh C
Bangalore

Dear Santhosh C, INTLPTSS31012018/07

We are pleased to forward you the Offer Letter attached herein and would like to formally welcome you to the growing Intellipaat family.

We are sure that you have had sufficient opportunity to understand in detail about your job role and about the organization. We would be glad to provide you with further clarification if you need it.

You are required to report for duty at our Bangalore office. The address of our office is as follows:

Address: 1st Floor, Khykha Court-I, No.5,

1st cross, Madiwala, Hosur Road,

1st cross Rd, Bengaluru, Karanataka-560068

We are in the process of building a robust organization, wherein professionals would find full satisfaction of working in an interesting, challenging and fruitful job environment. In this connection, we are eagerly looking forward to your contributions to the Intellipaat family as a valued employee soon.

Kindly return the duplicate copy of the appointment letter, duly signed, as a token of your acceptance of the same

We look forward to a mutually beneficial and long lasting relationship with you.

Yours Truly,

For Intellipaat Software Solutions Private Limited

Anisha Goyal
Talent Acquisition Specialist



#15, 3rd Main, 3rd Cross, Maruthi Nagar, Shreyas colony, JP Nagar 7th Phase - 560078

To,
The Placement Officer
REVA University
Bangalore - 560064

Date: 15th March, 2018

Respected Sir,

We are pleased to inform you that our company has successfully completed the recruitment process for the current academic year at your esteemed institution. We are happy to announce that we have identified some exceptional talent and would like to extend job offers to the selected students. The roles and the students selected against each role along with the compensation break up is as under:

I. Process Executive Role

| Sl. No | Name | Role | CTC in LPA |
|--------|---------------------|-------------------|------------|
| 1 | Abhishek B R | Process Executive | 2.8 |
| 2 | Bindu S M | Process Executive | 2.8 |
| 3 | C Sai Prathik Reddy | Process Executive | 2.8 |
| 4 | C Sumanjali | Process Executive | 2.8 |
| 5 | Hema B R | Process Executive | 2.8 |
| 6 | Kavya V | Process Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Process Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

II. Sales Trainee L & D

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------------------------|-------------------|------------|
| 1 | Pinaki Lalit Agarwal | Sales trainee-L&D | 2.4 |
| 2 | Poojarani | Sales trainee-L&D | 2.4 |
| 3 | Rohith M Nayak | Sales trainee-L&D | 2.4 |
| 4 | Shruti | Sales trainee-L&D | 2.4 |
| 5 | Siddanthi Narasimham Vikram Simha | Sales trainee-L&D | 2.4 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Sales Trainee L & D | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 144000 |
| 2 | House Rent Allowance | 57600 |
| 3 | Special Allowance | 38400 |
| 4 | Total Compensation | 240000 |

III. Verbal Trainer

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------|----------------|------------|
| 1 | J Kalyan Kumar | Verbal Trainer | 2.8 |
| 2 | Kavya Patil | Verbal Trainer | 2.8 |
| 3 | Nidhi Kumari | Verbal Trainer | 2.8 |
| 4 | Rohan Nagaraj Kora | Verbal Trainer | 2.8 |
| | | | |
| 6 | Sharada N.S | Verbal Trainer | 2.8 |
| 7 | Swathi K V | Verbal Trainer | 2.8 |
| 8 | Ankitha B C | Verbal Trainer | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Verbal Trainer | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

IV. Marketing Associate

| Sl. No | Name | Role | CTC in LPA |
|--------|-----------------------|---------------------|------------|
| 1 | Manikandan R | Marketing Associate | 2.6 |
| 2 | Manjula Venkateswarlu | Marketing Associate | 2.6 |
| 3 | Manjunath Teja N | Marketing Associate | 2.6 |
| 4 | Manoj H E | Marketing Associate | 2.6 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Marketing Associate | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 156000 |
| 2 | House Rent Allowance | 62400 |
| 3 | Special Allowance | 41600 |
| 4 | Total Compensation | 260000 |

V. Business Development Specialist

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|---------------------------------|------------|
| 1 | ANUSHA V | Business Development Specialist | 2.8 |
| 2 | Ibrahim Mohamed Omar | Business Development Specialist | 2.8 |
| 3 | KRUTHIKA M R | Business Development Specialist | 2.8 |

| Compensation Break up | | |
|-----------------------|---------------------------------|-----------------|
| Position | Business Development Specialist | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |
| | | |

VI. Training Relationship Manager

| Sl. No | Name | Role | CTC in LPA |
|--------|---------------------------------------|------------------------------|------------|
| 1 | Kiran M | Trainee Relationship Manager | 3 |
| 2 | Poornima S | Trainee Relationship Manager | 3 |
| 3 | Pradeep Kumar | Trainee Relationship Manager | 3 |
| 4 | Rahul Koudal | Trainee Relationship Manager | 3 |
| 5 | Ranjith S D | Trainee Relationship Manager | 3 |
| 6 | Alam Nikesh | Trainee Relationship Manager | 3 |
| 7 | Amulya T C | Trainee Relationship Manager | 3 |
| 8 | Chejarla Venkata Vidya Sagar Reddy | Trainee Relationship Manager | 3 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Trainee Relationship Manager | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 180000 |
| 2 | House Rent Allowance | 72000 |
| 3 | Special Allowance | 48000 |
| 4 | Total Compensation | 300000 |

VII. Branding Executive

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|--------------------|------------|
| 1 | Bandee Vamsi Krishna | Branding Executive | 2.8 |
| 2 | Bhimesh | Branding Executive | 2.8 |
| 3 | Charchitha N Behura | Branding Executive | 2.8 |
| 4 | Kumar V | Branding Executive | 2.8 |
| 5 | Megha R | Branding Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Branding Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

We have reviewed their academic records, conducted thorough interviews, and are confident that they possess the necessary skills and qualities required to contribute to our company's success.

We will be sharing the individual offer letters for each of the selected candidates with copies marked to you.

We request you to kindly inform us about their examinations and the expected date they will be able to join our organization. We will plan their joining dates accordingly.

We would like to express our gratitude to you and your team for your cooperation and support throughout the recruitment process. It has been a pleasure working with your institution, and we hope to continue this partnership in the future.

Thank you once again for your valuable assistance.

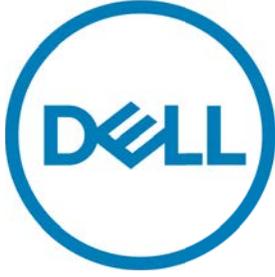
Yours Sincerely,

For Bizotic Talent Solutions Private Limited

Ramyashree S



Ramyshree S
Head of Finance & Operations



May 23, 2018

Sathish Kumar Ekambaram
No: 54, 6th cross, Ashram colony, Sanjay nagar
Bangalore 560094
India

Private & Confidential

Dear Sathish Kumar,

Congratulations, and welcome to Dell!

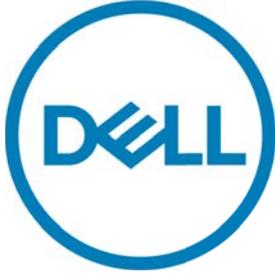
We are pleased to extend our offer of employment to Sathish Kumar Ekambaram (employee hereafter "you/your") with EMC INDIA S/W & SERV PVT ("the Company") conditional on the successful completion of the Company's Background Checks, and subject to the attainment of work permit, employment pass or employment visas, as may be applicable.

Your title will be Associate Sales Engineer Analyst at career level Individual Contributor I5, reporting to Rajkumar Ekanatheeswaran (1001851), Director, Sales Engineer Analyst. Your start date is June 18, 2018. You will be based at our offices in Bangalore, India.

You are requested to submit all Background Check documents within three (3) days of offer letter acceptance. Any delay in providing the same may lead to extension of your date of joining which will be intimated to you through e-mail. Timely submission of Background Check documents is hence emphasized.

Orientation

A member of our Onboarding team or Talent Acquisition team will be in contact with you prior to your joining date to assist you with your onboarding experience.



Core Business Hours

Your working hours shall be the number of hours as the Company may from time to time deem appropriate and as may be necessary to achieve the purposes of the Company (inclusive of a lunch break). Please take note that certain functions such as Sales, Technical Support, Manufacturing, Information Services require staggered/shift hours.

Place of Work

Your usual place of work will be at Bangalore, India. However, the company reserves the right at its discretion, and by this contract you hereby agree, to change your place to work, either on a temporary or permanent basis, to any other place where it now conducts or at some future date, may conduct its business or part of its business. Except at the discretion of the Company you will not be compensated or reimbursed for the costs involved in such relocation. You may be required to work at or from any office, branch or location of the Company or any client of the Company, as the need arises, which you agree to do so. In the event of you working in the premises of any other Company you shall comply with all Regulations and Codes of Conduct and legislative restrictions and requirements applicable in the workplace of any Company that you may be assigned to. Any breach of such legislation, Regulations or Codes of Conduct shall be deemed a serious breach of discipline and may result in dismissal.

Compensation

We are pleased to offer you a compensation package consisting of the following element(s):

Base Salary, of 480,000.00 per annum.

Base salary is comprised of Basic and Basket of allowances. Basic is 192,000.00. Basket is 288,000.00 INR Annual.

*The Basket of Allowances includes components such as HRA and LTA. You may be eligible for all the allowances or a combination of them, depending on other factors including your job grade. Please contact HR Staffing for further details regarding the components you are eligible for and the limits there under that are applicable to you.



Incentive Bonus Plan

You will be eligible for an annual bonus of 5% of your base salary on terms that may vary, depending upon the Company's financial results and attainment of strategic corporate initiatives. You will be eligible to participate in the bonus program on a pro-rated basis, calculated from your start date. The Company reserves the right to vary the terms and amount of your bonus, depending upon your performance, the company's financial results and attainment of strategic corporate initiatives. The terms of the Bonus Plan are subject to annual re-evaluation and modification by the Company. The bonus is paid after the end of the Company's fiscal year. You must be actively employed at time of payment in order to earn and receive the bonus.

Total Target Cash will be INR504,000.00 plus Retirals per annum.

Your salary will be paid each **month** via Electronic Funds Transfer to the bank account nominated by you. We will advise you of the relevant date of payment.

Benefits

The Company offers a variety of benefits to assist you and your family. You will enjoy all benefits in accordance with the Company's prevailing policy and practice. A summary of these benefits will be made available for your access after onboarding. The Company reserves the right, at its absolute discretion, to vary or amend the terms of any benefit or existing benefit policy offered in accordance with applicable local law.

Probation

Your first 6 **months** of service will be of a probationary nature. The Company may waive or reduce the probation period at its discretion. You are deemed to have successfully completed your probationary period after 6 months unless otherwise informed in writing by the Company. For a person whose immediate previous employment is with any of the Dell group of companies, this clause shall not be applicable.



Notice Period and Termination

During the probationary period, your employment may be terminated by either party at any time by giving to the other party written notice of not less than 30 **days** or salary in lieu thereof at the sole discretion of the Company.

Upon satisfactory completion of probation, your employment may be terminated by either party at any time by giving to the other party **60days** written notice prior to the termination date or salary in lieu at the sole discretion of the Company.

Notwithstanding the above, the Company reserves the right at all times to terminate your employment (including employment during your probationary period) forthwith without notice or payment in lieu of notice if you are involved in gross negligence, misrepresentation, serious misconduct, a breach of any Dell policy including but not limited to the Code of Conduct; or commit any act of fraud or dishonesty or any criminal offense. In such an event, without prejudice to the Company's rights at law and/or under other provisions of this letter, the Company shall pay only salary earned by you up to the date of termination.

In the event of termination of services, you agree and authorize the Company to offset payment of any pro-rated allowance advances, and any other sums due to the Company to the extent permitted by law, against salary due and to withhold amounts that may be required by the relevant authorities. You will also be required to promptly deliver to Dell all originals and copies of materials, documents and property of Dell which are in your possession or control.

Restraint:

In addition, for a period of one year after termination of employment with the Company, you shall not approach or communicate with any customers of the Company, nor solicit or endeavor to take away from the Company, the business or any customers or clients of the Company. You further agree not to, for a period of [one year] after termination of employment with the Company, approach any employee of the Company or communicate with any employee of the Company with the effect of enticing, or attempting to entice any employee away from the Company.

Code of Conduct



The company's Code of Conduct sets out the standards of business conduct to which all employees are expected to adhere. We take our Code of Conduct very seriously in order to maintain the highest possible standard of ethics. Failure to adhere to the Code of Conduct is a disciplinary offence and may result in dismissal. A copy of the Code of Conduct shall be given to you in your Employee Orientation Program on joining. If you require a copy of any of the company's Code of Conduct before signing this employment contract please contact your Recruiter (i.e. signatory on this employment contract).

You should comply with the legal requirements of each country in which the Company conducts business and shall employ the highest ethical standards in your dealings. Use of any company assets for unlawful purposes is strictly prohibited.

In the event of you working in the premises of any other Company you shall comply with all Regulations and Codes of Conduct and legislative restrictions and requirements applicable in the workplace of any Company that you may be assigned to. Any breach of such legislation, Regulations or Codes of Conduct shall be deemed a serious breach of discipline and may result in dismissal.



Data Protection

will obtain, hold and use personal data relating to you in the context of your employment, including, but not limited, your name, number, cost centre, address, emergency contact details (e.g. home telephone number), educational details/history/qualifications and employment history, proof of right to work, any director or officer posts held, outcomes of any pre-employment screening, salary information including details on commissions bonuses and profit share, pension, stock option rights and details related thereto as well as additional benefit details, job description, job level, job grade, performance plans and performance rating details including sales and margin targets and achievements, Individual Work history.

The purposes of such processing are to administer and manage the employment relationship we have with you, and may include disaster recovery data duplication, administering and maintaining personnel records (includes sickness and other absence records), assessing fitness for work, paying and reviewing salary, bonus, profit share and other benefits (if any), providing and administering benefits such as pension, stock purchase and stock option programmes, life, health and medical insurance, analysing sales and sales related activity, career and succession planning, performance appraisals and reviews, employee development and training, resources and skills allocation, regulatory and legal compliance, carrying out activities related to compliance with the company's policies and procedures, providing references and information to future employers, governmental and regulatory agencies (includes tax, social security authorities) in a take-over or merger, providing information to a future purchaser or potential purchaser of or any part of 's business or a potential or future service provider as part of due diligence. You hereby consent to such data processing by , any other . company or any third party charged with providing services, information or benefits related to the employment and you further consent to transfer of data to a company or third party even if such company or third party is situated outside India in a country which does not offer a level of data protection compared to the level applied in India. will put in place adequate safeguards with such third parties to ensure an adequate level of data protection.

Confidentiality Obligation

You will not use, publish, misappropriate or disclose any "Confidential or Proprietary Information", during or after your employment, except as required in the performance of your assignment for the Company or as authorized in writing by the Company. Such Information shall include what you learn or originate during your employment which is not available or readily ascertainable from public sources, and includes such information disclosed by others in confidence to the Company. If in doubt, you will promptly consult your supervisor. Confidential and Proprietary Information includes, but is not necessarily limited to, the information described in sub-paragraphs below.



- a) Computer products, Company processes and device strategies planned or under development, including device specifications, system architecture, logic designs, circuit implementations and plans for unannounced and announced products;
- b) Software products in use, planned or under development, including operating systems adaptations or enhancements, language compilers, interpreters and translators, system design and evaluation tools, and application programs;
- c) Information relating to Company employees; actual and anticipated relationships between the Company and other companies; sales levels, profit levels, pricing and other unpublished financial data; and budget, staffing, compensation, equipment and related plans;
- d) Information relating to the Company's customer and vendor relationships. This includes performance requirements, development and delivery schedules, device and product pricing and quantities, and other information communicated to the Company by customers or vendors.

You will not use in your work or disclose to the Company any confidential or proprietary information of a third party unless the Company first receives written authorization from the third party allowing the use or disclosure of such information and unless the Company agrees in writing to receive such information on terms acceptable to the Company. You will abide by the restrictions imposed on the disclosure and use of such third party information.

You acknowledge that a violation of the provisions of this Agreement dealing with Confidential and Proprietary Information and Intellectual property may cause significant harm to the Company and that remedies at law may be inadequate to protect against a breach of such provisions. Accordingly, you agree that the Company shall be entitled, in addition to any other relief available to it, to the granting of injunctive relief without proof of actual damages or the requirement to establish the inadequacy of any of the other remedies available to it. You agree not to assert any defense in proceedings regarding the granting of any injunction or specific performance based on the availability to the Company of any other remedy.

For a period of one (1) year after leaving the Company's employment, you will give written notice to the new employer of your obligations regarding Intellectual Property, Confidential and Proprietary Information. For a period of one (1) year after termination of this Contract for whatever cause, you shall not solicit or endeavor to take away from the Company the business of any customers or clients of the Company.



Intellectual Property and Copyright

While you are an employee of the Company, you will promptly disclose to the Company, all Intellectual Property developed by you, solely or jointly with others, in the course of your employment. Intellectual Property includes each discovery, idea, improvement, or invention you create, conceive, develop or discover, alone or with others, which relates to the Company's business or results from the use of the Company's equipment, supplies, facilities, or information. All Intellectual Property, in whatever form, is the Company's property. You will assign to and agree to assign to the Company and its nominees, without additional compensation, all of your worldwide and perpetual rights in Intellectual Property. You will assist the Company in all ways, including giving evidence and executing any documents deemed helpful or necessary by the Company to establish, perfect, and register worldwide, at the Company's expense, such rights in Intellectual Property. You will not do anything in conflict with the Company's rights in Intellectual Property and will cooperate fully to protect Intellectual Property against misappropriation or infringement by third parties. If you come across any cases of infringement of the rights of the Company in its Intellectual Property, you will promptly notify the Company of such infringement and assist the Company in all ways to protect its Intellectual Property.

You hereby agree that the Company will be the copyright owner in all works of every kind and description created or developed by you, solely or jointly with others, in connection with any employment with the Company. If requested to, and at no further expense to the Company, you will execute in writing any acknowledgments or assignments of copyright ownership of such Copyrightable Works as may be appropriate for preservation of the worldwide and perpetual ownership in the Company and its nominees of such copyrights.

You further agree that the Company may use your name, voice, picture or likeness in the Company's advertising, training advertisement and other materials without payment or separate compensation to you both during and following your employment with the Company.

On the date your employment with the Company ends, you will promptly deliver to a designated representative of the Company all originals and copies of all materials, documents and property of the Company which are in your possession or control. You will also cooperate in conducting exit interviews with a designated representative of the Company. The purpose of the exit interviews will be to review confidential and proprietary information known or possessed by you and to confirm the Company's rights regarding non-solicitation, the protection of the confidential and proprietary information and the disclosure to the Company and its ownership of intellectual property.



Export Compliance

You will not export or otherwise transfer out of India or release to any person, Controlled Technology or Software, during or after employment with the Company, except as authorized in writing by the Company. Controlled Technology or Software is technology or software controlled under the U.S. Export Administration Regulations and includes, but is not limited to:

- Confidential and Proprietary Information of the type described in paragraph 4(a) above, to the extent that such information is not otherwise publicly available.
- Technical information of , its affiliates, its customers or other third parties that is in use, planned, or under development, such as but not limited to: manufacturing and/or research processes or strategies (including design rules, device characteristics, process flow, manufacturing capabilities and yields); computer product, process and/or devices (including device specification, system architectures, logic designs, circuit implementations); software product (including operating system adaptations or enhancements, language compilers, interpreters, translators, design and evaluation tools, and application programs); and any other databases, methods, know-how, formulae, compositions, technological data, technological prototypes, processes, discoveries, machines, inventions, and similar items.
- Information relating to future plans of , its affiliates, its customers and other third parties, such as but not limited to: marketing strategies; new product research pending projects and proposals; proprietary production processes; research and development strategies; and similar items.
- Release includes disclosure to any person, oral exchange, and application to situations abroad of personal knowledge or technical experience. If you have any doubts regarding whether particular information is Controlled Technology or Software, please consult your manager, 's Legal Department, or 's Export Compliance Organization.

Training: The Company may also send you abroad for the purpose of specific skills training relevant to your employment with the Company. If your employment with the Company ends for any reason within the first twelve (12) months of you being sent abroad for specific skills training, you will repay to the Company, all of the costs paid to you or incurred on your behalf for this training.

The company reserves the right to review the skills required to perform the job, and may introduce new trainings and certifications needed to impart the new skills and ways to measure the same. You shall undergo such trainings and certifications when needed and continue to successfully upgrade your skills and capabilities needed to perform the job effectively at expected levels.



Recovery of dues: In the event of any financial recovery to be made from you, the Company shall also be entitled to offset payment of any prorated allowance advances against salary due and to withhold amounts that may be required by relevant authorities. These repayment obligations cannot be waived except by a written communication by the Company.

Secondary employment and outside business ventures: While in the employment of the Company, you shall not undertake employment with any other Company on a temporary or part-time basis or offer your services with or without pay to any person, legal entity or public authority or to be occupied in your own business without the prior written consent of the Company.

Correctness of Information: This appointment is based on the information supplied by you in your application for employment. This appointment will be treated as "null and void" if any material error, in the management opinion, is discovered and/or due to non-disclosure of relevant information about you, to the company.

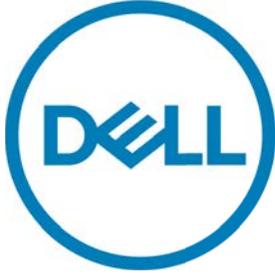
Service rules: For all other matters, not specified herein, you shall be governed by the company's policies, conditions of service, service rules and amendments made and communicated from time to time.

Retirement

You shall retire on the attainment of sixty two (62) years unless specifically communicated by the company in writing to continue in service beyond this age.

Regards,

Gangadhar Salimath
Sr Manager, Talent Acquisition



Confirmation of Acceptance

I, Sathish Kumar Ekambaram, confirm that I have read, understood and accept the terms and conditions of employment with Dell. I authorize the Company to make deductions from my wages pursuant to clause "remuneration" of this agreement.

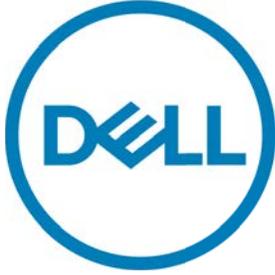
I confirm that I will commence employment with Dell on 18 Jun, 2018

Sathish Kumar Ekambaram

Date

We have partnered with a vendor to enable you to review and accept employment related documents electronically in an efficient, secure and protected manner. The documents are encrypted. Your electronic signature cannot be changed once signed. You will be able to print out full copies of your signed documentation for your records. Within each document, the system will guide you to all relevant sections which need to be completed and signed.

Electronic is our preferred, and most efficient, method for managing the documentation. However, if you prefer, you can print and sign all of the documents, and scan and email the originals to Lovely Faith / Lovely.Faith@Dellteam.com. If you need to return the documentation in a different manner, please let your recruiter know.



Annexure

Notice Period Buyout

The Company will pay for your Notice pay recovery if any, as agreed during the HR interview. If my employment ends within the first 12 months of my hire date*, either due to my resignation (regardless of the reason) or because terminates the employment for cause (as determined by at its sole discretion), I will be required to repay to the entire notice period that has been bought out by at the time of my joining. Gross up on notice period buyout will be done on a case to case basis depending on the tax treatment availed in the previous employment/s. You need to submit the necessary document in support of Notice Period Buyout claim.

*** Hire Date shall mean the date of transfer in case of current employees who have opted for a personal transfer and the date of joining in case of new hires.**

I agree that the repayment amount for any of the categories as detailed above will become fully due and payable upon my termination of employment. I hereby authorize , to the full extent allowed by law, to deduct the repayment amount for any of the categories as detailed above from any monies owed to me by , including, but not limited to: wages, final paycheck, reimbursement for expenses, payment for unused benefits, refunds of contributions to benefit plans or programs, and/or any other sums payable to me by .

Sathish Kumar Ekambaram

Date:

Signature: 

Email: sathishkumar24696@gmail.com

ECE



May 23, 2018

Sathish Kumar Ekambaram
No: 54, 6th cross, Ashram colony, Sanjay nagar
Bangalore 560094
India

Private & Confidential

Dear Sathish Kumar,

Congratulations, and welcome to Dell!

We are pleased to extend our offer of employment to Sathish Kumar Ekambaram (employee hereafter "you/your") with EMC INDIA S/W & SERV PVT ("the Company") conditional on the successful completion of the Company's Background Checks, and subject to the attainment of work permit, employment pass or employment visas, as may be applicable.

Your title will be Associate Sales Engineer Analyst at career level Individual Contributor I5, reporting to Rajkumar Ekanatheeswaran (1001851), Director, Sales Engineer Analyst. Your start date is June 18, 2018. You will be based at our offices in Bangalore, India.

You are requested to submit all Background Check documents within three (3) days of offer letter acceptance. Any delay in providing the same may lead to extension of your date of joining which will be intimated to you through e-mail. Timely submission of Background Check documents is hence emphasized.

Orientation

A member of our Onboarding team or Talent Acquisition team will be in contact with you prior to your joining date to assist you with your onboarding experience.

CSE



ABYETI TECHNOLOGIES

Date: Feb 13, 2018

Mr. Satyam Singh,
#331, Dwaraka Trinity,
Bangalore – 560049.

CONFIDENTIAL

Dear Satyam,

With reference to our discussion, we are pleased to make an internship offer to you to as "Intern-Software Engineer" with Abyeti Technologies. The terms and conditions of the offer are set out herein.

Tenure:

The tenure of this internship is approximately 4 months Starting from 13-Feb-2018 to 31-May-2018, Post which conversion to permanent employment is subject to the discretion of the management which will largely be based on your performance.

Assignments

You will be directed by the team lead regarding your contribution from time to time.

Work Timings and Working Hours

You will be executing the company's assignments from our office in Bangalore. You will work 5 days/week (Mon-Fri) where in daily contribution shouldn't be less than 8 hours. The office timings will be 10 a.m. to 6 p.m.



Offer: Computer Consultancy
Ref: TCSL/CT20172326844/Bangalore
Date: 10/01/2018

Ms. Saujanya Ms
No.36 Sowparnika5th C Cross, M.R Garden,
V.Nagenahalli, R.T Nagar Post,
Bangalore-560032,
Karnataka.
Tel# -

Dear Saujanya Ms,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/CT20172326844

1



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to 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 ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Conveyance Allowance

You will be eligible for a conveyance allowance of ₹800/- per month.

3. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or 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.

4. Sundry Medical Reimbursement

You will be eligible for reimbursement of sundry medical expenses incurred by you for you and your family. You are eligible for ₹6,000/- per annum or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail tax benefit you may submit medical bills for the same at the end of each calendar quarter. At the end of the financial year, the unavailed amount will be taxable.



5. Personal Allowance

You will be eligible for a monthly personal allowance of of ₹6,270/- per month. This component is subject to review and may change as per TCSL's compensation policy.

6. 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 Initial Learning Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.



OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹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.

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TCSL/CT20172326844

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TATA CONSULTANCY SERVICES

WYDEHI 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



Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expense-s towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.



2. Disclaimer

Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.



6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.



11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.



15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Permanent Account Number (PAN) Card
You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
- An affidavit/notarised undertaking stating:
*There is no criminal offence registered/pending against you



*There is no disciplinary case pending against you in the university

*If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) at our offices, as identified, for such period as TCSL may decide. The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.



Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCSL Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

| | |
|-----------------------|---|
| Name | Saujanya Ms |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|----------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 10,200 | 1,22,400 |
| Bouquet Of Benefits # | 13,000 | 1,56,000 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,224 | 14,688 |
| Gratuity | 490 | 5,887 |
| Total of Annual Components & Retirals | 1,715 | 28,475 |
| Retention Incentive | NA | 0 |
| TOTAL GROSS | 27,415 | 3,36,875 |

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

| Component Category | Monthly | Annual |
|----------------------------------|----------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Conveyance Allowance | 800 | 9,600 |
| Leave Travel Assistance | 850 | 10,200 |
| Sundry Medical Reimbursement | 500 | 6,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 6,270 | 75,240 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |



Annexure 2

Regional Offices

| | |
|--|---|
| <p>Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601</p> | <p>Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114</p> |
| <p>Chennai Lead- Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555</p> | <p>Delhi Lead-Talent Acquisition Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735</p> |
| <p>Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222</p> | <p>Kolkata Lead-Talent Acquisition TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003</p> |
| <p>Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001</p> | <p>Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190</p> |
| <p>Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107</p> | <p>Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499</p> |



Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.



2. Retainer/Consultant's Obligations

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of Retainer/Consultant-ship, the Retainer/Consultant agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

The Retainer/Consultant agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and the Retainer/Consultant hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests the Retainer/Consultant may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.



4. Prior knowledge

The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines

The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Retainer/Consultant's Rights

The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.



9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.



ECE

Offer: Computer Consultancy
Ref: TCSL/CT20172326844/Bangalore
Date: 10/01/2018

Ms. Saujanya Ms
No.36 Sowpamika5th C Cross, M.R Garden,
V.Nagenahalli, R.T Nagar Post,
Bangalore-560032,
Karnataka.
Tel# -

Dear Saujanya Ms,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,875/- per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/CT20172326844

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 3113 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

| | |
|----------------|--|
| Name | Saujanya Ms |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|---------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 10,200 | 1,22,400 |
| Bouquet Of Benefits # | 13,000 | 1,56,000 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,224 | 14,688 |
| Gratuity | 490 | 5,887 |
| Total of Annual Components & Retirals | 1,715 | 28,475 |
| Retention Incentive | NA | 0 |
| TOTAL GROSS | 27,415 | 3,36,875 |

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

| Component Category | Monthly | Annual |
|----------------------------------|---------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Conveyance Allowance | 800 | 9,600 |
| Leave Travel Assistance | 850 | 10,200 |
| Sundry Medical Reimbursement | 500 | 6,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 6,270 | 75,240 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |

TCS Confidential
TCSL/CT20172326844

12

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

CSE

Hashedin
Technologies Pvt. Ltd

U72200KA2010PTC055702

#459, 17th Cross, 14th Main, Sector4,
HSR Layout, Near BDA Complex,
Bangalore - 560102

Mr. Shah Abdul Ghani
Bangalore
Email ID: gshahbdul@gmail.com
Phone: 8147759980

Date: 8th November 2017

Dear Shah Abdul,

Greetings from Hashedin Technologies!

We are pleased to offer you an appointment for Internship with a tentative joining date as of 15th Jan 2018 till July 2018 with Hashedin Technologies Private Limited ("Company"). During the internship period, you will be entitled to receive a stipend of Rs.16,000/- per month (Rupees Sixteen Thousand). Over that, you will get benefits like health insurance, flexible timing and home-like meals direct from Hashedin kitchen.

This will be followed by a job offer of **Junior Technical Analyst at Band 8** upon successful completion of your internship and coursework. Post internship, you will be entitled to receive a gross CTC of **INR 5,60,000/-** (Rupees Five Lacs Sixty Thousand Only). You can refer to the following table for breakup.

| CTC Breakup | Amount |
|---|---------------------|
| Fixed Component | INR 3,60,000 |
| Variable Performance Bonus (0% to 400% % of the Fixed monthly salary) | Upto INR 1,20,000 |
| Joining Bonus *INR 30,000 – Payable with 1st month salary in Aug 2018 **INR 50,000 – Payable with 12th month salary in Aug 2019 | INR 80,000 |
| Total Cost to Company | INR 5,60,000 |

* First joining bonus is paid in the 1st year with 1st month salary. ** Second bonus is paid at the end of the first year with the 12th month salary. If the candidate does not complete 1 year from the date of payment, the joining bonus amount is to be returned and will be adjusted in full and final settlement.

www.hashedin.com

Email: contact@hashedin.com

Phone: 080 65681777, 080 65691777

S.A. Ghani

TCI EXPRESS

LEADER IN EXPRESS

TCIEXP/HRD/XCRP/RC00756/2018

15th June 2018

Mr. Shaik Khaleeq,
S/o Mr. Shaik Dastagir,
178, Mahaboob Nagar, Ward No. 27, Sidlaghatta,
Chikkaballapur, Karnataka - 562105.
Ph. No. +91 9738326864

Subject: Offer of Appointment

Dear Shaik Khaleeq,

With reference to your candidature and subsequent interview you had with us, we are pleased to offer you appointment in the services of the company as **Deputy Sales Officer (DSO)** effective from **20th June 2018** on mutually agreed terms and conditions.

Your initial place of posting will be at our **TCI Express Kolkata Region Office**. You are required to report to: **Mr. Bharat Singh Tanwar, Regional Head-Kolkata**. In addition, your functional reporting would be to **Mr. Manish Jain, AVP-Sales & Marketing, TCI Express Corporate office**.

Detailed appointment letter shall be given to you on your reporting.

Please submit following documents at the time of joining.

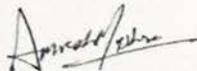
1. Photocopy of all education certificates along with original certificates
2. Experience certificates, if applicable
3. Relieving letter from your present employer, if applicable
4. 3 passport size photographs
5. 2 references letter from persons of repute on non-judicial stamp of Rs.10/- along-with a photocopy of their photo ID proof
6. Voter ID Card copy/ Passport Copy/ Driving License Copy
7. Copy of Aadhar Card
8. Copy of passbook of Bank A/c in State Bank of India/ HDFC Bank

This offer letter is subject to verification of antecedent & documents submitted by you. All the above-mentioned documents must be submitted on the day of joining. The originals of each document must be carried for verification, wherever applicable. This offer & appointment shall stand cancelled in-case of unsuccessful verification at any point of your employment.

You are requested to report for joining along with above documents on **19th June 2018 at 10.00 AM at 11 Mile, Tumkur Road, Madhavara Post, Near Bangalore International Exhibition Center, TCI Compound, Nelamangala Taluk, Bangalore – 562123, Phone No:- 8884011755**.

Should you fail to report for joining as mentioned above, the offer for employment shall stand cancelled without making further reference in this regard, which may please be noted.

You are requested to carefully read the **Annexure II** containing information about your joining & Induction.



Amresh Mishra

Shaik Khaleeq

TCI Express Limited

CIN: L62200TG2008PLC061781

Corporate Office: TCI House, Plot No. 69, Sector 32, Institutional Area, Gurugram - 122001, India

Tel: +91-124-2384090-94 - Email: info@tcipress.in - Website: www.tciexpress.in

Registered Office: Flat Nos. 306 & 307, 1-8-273, Third Floor, Ashoka Bhoopal Chambers, S P Road, Secunderabad - 500003 - Tel: +91 40 27840104

A TCI Company

TCI EXPRESS

LEADER IN EXPRESS

(ANNEXURE-1: CTC DETAILS)

| Category-E | Amount(Rs.) |
|--|-------------|
| Basic Salary | 10,250 |
| Dearness Allowance | 1,000 |
| House Rent Allowance (40% of Basic+ DA) | 4,500 |
| Regular Bonus *(As per Act) | |
| Provident Fund (12% of Basic) | 1,350 |
| Group Personal Accident Insurance | 19 |
| ESI Company(4.75% of Basic+ DA+ HRA) | 748 |
| Gratuity | 541 |
| TOTAL | 2,658 |
| Monthly CTC | 18,408 |
| Gross salary per month | 15,750 |
| Gross salary per annum | 189,000 |
| Per Annum CTC | 220,896 |

* As per Bonus act you would be eligible for bonus. It would be paid to you as per State Minimum wage or bonus ceiling, whichever is higher. It could fluctuate in a year as per the said rule of Bonus Act.

Shaik Khaleeq

SIGNATURE

TCI Express Limited

CIN: L62200TG2008PLC061781

Corporate Office: TCI House, Plot No. 69, Sector 32, Institutional Area, Gurugram - 122001, India
Tel: +91-124-2384090-94 - Email: info@tclexpress.in - Website: www.tclexpress.in

Registered Office: Flat Nos. 306 & 307, 1-B-273, Third Floor, Ashoka Bhoopal Chambers, S P Road, Secunderabad - 500003 - Tel: +91 40 27840104

A TCI Company

2018-18-84



05 March 2018

PRIVATE & CONFIDENTIAL

To whom it may concern,

Re: Shankrayya

APR 21 2019/19

**Address: REVA University, Rukmini Knowledge Park Kattigenahalli, Yelahanka, Bangalore 560 064
Karnataka, India.**

This letter is to confirm that **Shankrayya** is currently employed at Amazon Development Centre (India) Private Limited.

Shankrayya is employed as a **Prod Compliance Sr. Associate** and commenced employment with Amazon on **08 March 2018**.

The above information is given in the strictest confidence and with no liability accepted by the company or any of our employees. This information should not be divulged to any third party without first seeking permission from the respective Amazon entity.

On behalf of

Amazon Development Centre (India) Private Limited

Kind Regards,

Arijit Basu

Sr. Manager, HR Operations – HR Services

College/Institute Name: REVAUNIVERSITYDate: 11/01/12**Subject: Expression of Interest - Campus**Dear SHALINI - J

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of ~~rep-operations~~ provided you successfully complete your graduation and fulfill other requirements. This letter is intended only as an overview of the potential offer from Concentrix Daksh Services India Private Limited (hereinafter, 'Concentrix/ Company'). The detailed terms and conditions of employment will be contained in an Appointment letter (if any), which may be issued by the Company and may contain additional provisions to those herein.

1. Your initial place of work shall be at the company's discretion and can be at any Concentrix locations.
2. You will be required to bring the following documents at the time of joining: (i) the Original copy of this letter, (ii) the Originals and 2 set of photocopies of the documents mentioned in Mandatory Document Checklist.
3. This Expression of Interest shall remain valid for a period of 30 days from the date of your Final Examination. Considering the candidature beyond the 30 day period would be as per the requirement in the organization.

On submission of the above-mentioned documents, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining. If any information furnished by you in your application or during the selection process is found to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may withdraw this expression of interest without any notice. We encourage you to contact us at campusplacements@concentrix.com at least a week prior to your coming to our office.


Signature of Candidate

CNX/REC/ART/AGHR/E014.0

Concentrix Daksh Services India Private Limited

DLF SEZ, Building No. 14, Tower-C, 17th Floor, DLF Cyber City, DLF Phase-2, Gurgaon - 122 002, India

91 124 468 5100 / 91 124 426 5311 (fax)

Registered Address: R Cube, Suite Nos - 06 & 07, Lower Ground Floor Level, Shivaji Stadium Metro Station,

Airport Express Line, New Delhi - 110001, India

91 11 4701 6288

College/Institute Name: REVA
UNIVERSITY

Date: 11-01-2018

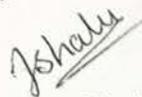
Subject: Expression of Interest - Campus

Dear SHALU KATOCH

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of <REP-OPERATION> provided you successfully complete your graduation and fulfill other requirements. This letter is intended only as an overview of the potential offer from **Concentrix Daksh Services India Private Limited** (hereinafter, 'Concentrix'/'Company'). The detailed terms and conditions of employment will be contained in an Appointment letter (if any), which may be issued by the Company and may contain additional provisions to those herein.

1. Your initial place of work shall be at the company's discretion and can be at any Concentrix locations.
2. You will be required to bring the following documents at the time of joining: (i) the Original copy of this letter; (ii) the Originals and 2 set of photocopies of the documents mentioned in Mandatory Document Checklist.
3. This Expression of Interest shall remain valid for a period of 30 days from the date of your Final Examination. Considering the candidature beyond the 30 day period would be as per the requirement in the organization.

On submission of the above-mentioned documents, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining. If any information furnished by you in your application or during the selection process is found to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may withdraw this expression of interest without any notice. We encourage you to contact us at campusplacements@concentrix.com at least a week prior to your coming to our office.


Signature of Candidate

CNX/REC/ART/AGHR/EOI/4.0

Concentrix Daksh Services India Private Limited

DLF SEZ, Building No. 14, Tower-C, 17th Floor, DLF Cyber City, DLF Phase-2, Gurgaon - 122 002, India
91 124 463 5100 • 91 124 426 3311 (fax)

Registered Address: R Cube, Suite Nos - 06 & 07, Lower Ground Floor Level, Shivaji Stadium Metro Station,
Airport Express Line, New Delhi - 110001, India
91 11 4701 6288



ABSOLUTE

Surveyors

2018-18-40

Date: 05th July 2018

Dear Shamim Ajam Ansari ABSR05072018/03

We are pleased to confirm you have been selected to work for **Absolute Surveyors** as "**Business Development associate**".

The above information is given in the strictest confidence and with no liability accepted by the company or any of our employees. This information should not be divulged to any third party without first seeking permission from the respective Absolute entity.

Responsibilities are to:

- Willing to familiarize yourself with the company's vision and mission, seeking to accomplish set goals and objectives.
- Cultivating strong relationships with new clients, while maintaining existing client relationships.
- Working closely with staff across departments to implement growth strategies.
- Developing and implementing sales strategies, client service and retention plans, and analyzing sales data to inform or update marketing strategies.

Financial Offer - Salary and Benefits:

- 3, 00,000/- per annual fixed salary will be offered for the designation "Business Development associate".
- 2, 00,000/- will be offered as compensations and benefits for group insurance, health care.

We are delighted to send you this offer to be approved and signed from you in order to start the job from July Month.

We look forward to join our company in order to work with you

On behalf of
Absolute surveyors (India) Private Limited



2018-18 - 035

05 March 2018

PRIVATE & CONFIDENTIAL

To whom it may concern,

Re: SHAMANTH S M . AMR 22102 2017/10

Address: REVA University, Rukmini Knowledge Park Kattigenahalli, Yelahanka, Bangalore 560 064
Karnataka, India.

This letter is to confirm that SHAMANTH S M is currently employed at Amazon Development Centre (India) Private Limited.

SHAMANTH S M is employed as a **Prod Compliance Sr. Associate** and commenced employment with Amazon on **08 March 2018**.

The above information is given in the strictest confidence and with no liability accepted by the company or any of our employees. This information should not be divulged to any third party without first seeking permission from the respective Amazon entity.

On behalf of
Amazon Development Centre (India) Private Limited

Kind Regards,

Arijit Basu
Sr. Manager, HR Operations – HR Services



#15, 3rd Main, 3rd Cross, Maruthi Nagar, Shreyas colony, JP Nagar 7th Phase - 560078

To,
The Placement Officer
REVA University
Bangalore - 560064

Date: 15th March, 2018

Respected Sir,

We are pleased to inform you that our company has successfully completed the recruitment process for the current academic year at your esteemed institution. We are happy to announce that we have identified some exceptional talent and would like to extend job offers to the selected students. The roles and the students selected against each role along with the compensation break up is as under:

I. Process Executive Role

| Sl. No | Name | Role | CTC in LPA |
|--------|---------------------|-------------------|------------|
| 1 | Abhishek B R | Process Executive | 2.8 |
| 2 | Bindu S M | Process Executive | 2.8 |
| 3 | C Sai Prathik Reddy | Process Executive | 2.8 |
| 4 | C Sumanjali | Process Executive | 2.8 |
| 5 | Hema B R | Process Executive | 2.8 |
| 6 | Kavya V | Process Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Process Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

II. Sales Trainee L & D

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------------------------|-------------------|------------|
| 1 | Pinaki Lalit Agarwal | Sales trainee-L&D | 2.4 |
| 2 | Poojarani | Sales trainee-L&D | 2.4 |
| 3 | Rohith M Nayak | Sales trainee-L&D | 2.4 |
| 4 | Shruti | Sales trainee-L&D | 2.4 |
| 5 | Siddanthi Narasimham Vikram Simha | Sales trainee-L&D | 2.4 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Sales Trainee L & D | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 144000 |
| 2 | House Rent Allowance | 57600 |
| 3 | Special Allowance | 38400 |
| 4 | Total Compensation | 240000 |

III. Verbal Trainer

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------|----------------|------------|
| 1 | J Kalyan Kumar | Verbal Trainer | 2.8 |
| 2 | Kavya Patil | Verbal Trainer | 2.8 |
| 3 | Nidhi Kumari | Verbal Trainer | 2.8 |
| 4 | Rohan Nagaraj Kora | Verbal Trainer | 2.8 |
| 5 | Saquib Shaik | Verbal Trainer | 2.8 |
| | | | |
| 7 | Swathi K V | Verbal Trainer | 2.8 |
| 8 | Ankitha B C | Verbal Trainer | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Verbal Trainer | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

IV. Marketing Associate

| Sl. No | Name | Role | CTC in LPA |
|--------|-----------------------|---------------------|------------|
| 1 | Manikandan R | Marketing Associate | 2.6 |
| 2 | Manjula Venkateswarlu | Marketing Associate | 2.6 |
| 3 | Manjunath Teja N | Marketing Associate | 2.6 |
| 4 | Manoj H E | Marketing Associate | 2.6 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Marketing Associate | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 156000 |
| 2 | House Rent Allowance | 62400 |
| 3 | Special Allowance | 41600 |
| 4 | Total Compensation | 260000 |

V. Business Development Specialist

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|---------------------------------|------------|
| 1 | ANUSHA V | Business Development Specialist | 2.8 |
| 2 | Ibrahim Mohamed Omar | Business Development Specialist | 2.8 |
| 3 | KRUTHIKA M R | Business Development Specialist | 2.8 |

| Compensation Break up | | |
|-----------------------|---------------------------------|-----------------|
| Position | Business Development Specialist | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |
| | | |

VI. Training Relationship Manager

| Sl. No | Name | Role | CTC in LPA |
|--------|---------------------------------------|------------------------------|------------|
| 1 | Kiran M | Trainee Relationship Manager | 3 |
| 2 | Poornima S | Trainee Relationship Manager | 3 |
| 3 | Pradeep Kumar | Trainee Relationship Manager | 3 |
| 4 | Rahul Koudal | Trainee Relationship Manager | 3 |
| 5 | Ranjith S D | Trainee Relationship Manager | 3 |
| 6 | Alam Nikesh | Trainee Relationship Manager | 3 |
| 7 | Amulya T C | Trainee Relationship Manager | 3 |
| 8 | Chejarla Venkata Vidya Sagar Reddy | Trainee Relationship Manager | 3 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Trainee Relationship Manager | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 180000 |
| 2 | House Rent Allowance | 72000 |
| 3 | Special Allowance | 48000 |
| 4 | Total Compensation | 300000 |

VII. Branding Executive

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|--------------------|------------|
| 1 | Bandee Vamsi Krishna | Branding Executive | 2.8 |
| 2 | Bhimesh | Branding Executive | 2.8 |
| 3 | Charchitha N Behura | Branding Executive | 2.8 |
| 4 | Kumar V | Branding Executive | 2.8 |
| 5 | Megha R | Branding Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Branding Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

We have reviewed their academic records, conducted thorough interviews, and are confident that they possess the necessary skills and qualities required to contribute to our company's success.

We will be sharing the individual offer letters for each of the selected candidates with copies marked to you.

We request you to kindly inform us about their examinations and the expected date they will be able to join our organization. We will plan their joining dates accordingly.

We would like to express our gratitude to you and your team for your cooperation and support throughout the recruitment process. It has been a pleasure working with your institution, and we hope to continue this partnership in the future.

Thank you once again for your valuable assistance.

Yours Sincerely,

For Bizotic Talent Solutions Private Limited

Ramyashree S



Ramyshree S
Head of Finance & Operations



QUALITY TUTORIALS PVT LTD

2017-18 - 105

Date: 13 February 2018
Name: SHARATH B N
Email: sharathbn777@gmail.com

Dear Sharath B N, LIDO 13022018/05

Congratulations!

We are pleased to offer you a position at **Quality Tutorials Pvt. Ltd. under the brand name: LIDO.** We enjoyed getting to know you, and strongly believe that you have much to contribute to our mission and growth ambitions.

The terms and conditions of your appointment are as below:

1. Designation

You will be designated as **"Trainee – Business Development"**

2. Work Place

Will be informed before joining.

3. Date of appointment

Your appointment with us is effective from the joining date mutually agreed upon when you would report on a full-time basis.

4. Salary

Your total compensation during internship would be Rs. Five Lakhs Sixty Thousand comprising of Rs. Three Lakhs Sixty Thousand as fixed and Rs. Two Lakhs as performance-based variable.

Your total compensation post internship & review would be Rs. Ten Lakhs comprising of Rs. Seven Lakhs as fixed and Rs. Three Lakhs as performance-based variable.

5. Reporting to:

You would be reporting to **Rishabh Arora**

6. Leave

The company shall notify about the leaves and declared holidays at the time of joining.

7. Other Work

Your position is whole time employment with the company and shall devote yourself exclusively to the jobs of the company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade of business during the employment with the company without permission in writing.

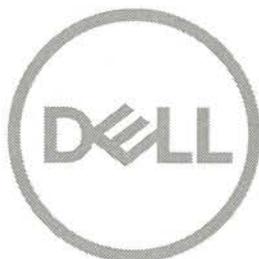
Registered address

206, 2nd Floor, Arun chambers,
Pandit Madan Mohan Malviya Marg,
Tardeo, Mumbai - 400034

Email ID

hr@lidolearning.com

CIN number: U74999MH2018PTC32270



May 8, 2018

Shilpa Bhasker
#11, Siddhamma road, Kammanahalli
Bangalore 560084
India

Private & Confidential

Dear Shilpa,

Congratulations, and welcome to Dell!

We are pleased to extend our offer of employment to Shilpa Bhasker (employee hereafter "you/your") with EMC INDIA S/W & SERV PVT ("the Company") conditional on the successful completion of the Company's Background Checks, and subject to the attainment of work permit, employment pass or employment visas, as may be applicable.

Your title will be Associate Sales Engineer Analyst at career level Individual Contributor I5, reporting to Praseeth Ayathan (1029638), Manager 2, Sales Engineer Analyst. Your start date is June 18, 2018. You will be based at our offices in Bangalore, India.

Orientation

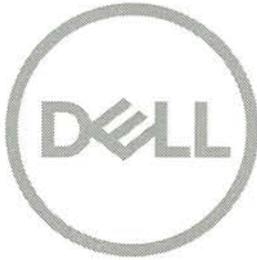
A member of our Onboarding team or Talent Acquisition team will be in contact with you prior to your joining date to assist you with your onboarding experience.

EMC Software and Services India Private Limited

Bagmane Developers Private Limited - SEZ, Marathahalli Ring Road, Doddanekkundi Village, Bengaluru - 560037, India
Phone: +91 80 67375000 / 40025000 Fax: +91 80 67376000 / 40026000

Regd. Office: #112,113, Akruiti Sankul, Opp Janata Sahakari Bank, Tilak Road, Sadashivpeth, Pune - 411 030
CIN: U72900PN1999PTC013724

www.emc.com

**Core Business Hours**

Your working hours shall be the number of hours as the Company may from time to time deem appropriate and as may be necessary to achieve the purposes of the Company (inclusive of a lunch break). Please take note that certain functions such as Sales, Technical Support, Manufacturing, Information Services require staggered/shift hours.

Place of Work

Your usual place of work will be at Bangalore, India. However, the company reserves the right at its discretion, and by this contract you hereby agree, to change your place to work, either on a temporary or permanent basis, to any other place where it now conducts or at some future date, may conduct its business or part of its business. Except at the discretion of the Company you will not be compensated or reimbursed for the costs involved in such relocation. You may be required to work at or from any office, branch or location of the Company or any client of the Company, as the need arises, which you agree to do so. In the event of you working in the premises of any other Company you shall comply with all Regulations and Codes of Conduct and legislative restrictions and requirements applicable in the workplace of any Company that you may be assigned to. Any breach of such legislation, Regulations or Codes of Conduct shall be deemed a serious breach of discipline and may result in dismissal.

Compensation

We are pleased to offer you a compensation package consisting of the following element(s):

Base Salary, of 480,005.00 per annum.

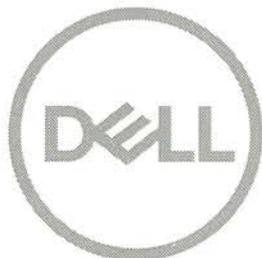
Base salary is comprised of Basic and Basket of allowances. Basic is 192,002.00. Basket is 288,003.00 INR Annual.

*The Basket of Allowances includes components such as HRA and LTA. You may be eligible for all the allowances or a combination of them, depending on other factors including your job grade. Please contact HR Staffing for further details regarding the components you are eligible for and the limits there under that are applicable to you.

Retirals

Retirals is comprised of PF and Gratuity. PF is 12% Annual. Gratuity is 4.81% Annual.

***Gratuity: Payment of Gratuity would be as per the criteria set out in the Payment of Gratuity Act



****PF contribution: If your basic salary is less than INR 15000 per month, then for the purpose of PF computation and contribution, the sum total of basic salary, conveyance and undeclared portion of the basket of allowances (BOA) will be considered up to the extent of INR 15,000 per month.

Illustration: If your monthly basic salary in the salary table above is INR 6000, conveyance is INR 800 and your undeclared BOA is INR 2,000, then PF = 12% of 8800 which amounts to 1056. Employer and Employee contribution to PF will be 1056.

You will be entitled to all employee benefits including benefits through Employee Welfare Fund which is a contributory fund in which you will be a member of. There will be a standard deduction of Rs 200/- per month or such other amounts as decided from time to time towards contribution to the Employee Welfare Fund.

Incentive Bonus Plan

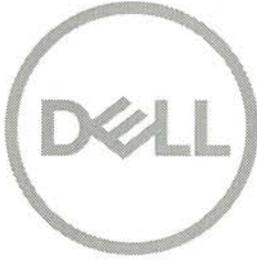
You will be eligible for an annual bonus of 5% of your base salary on terms that may vary, depending upon the Company's financial results and attainment of strategic corporate initiatives. You will be eligible to participate in the bonus program on a pro-rated basis, calculated from your start date. The Company reserves the right to vary the terms and amount of your bonus, depending upon your performance, the company's financial results and attainment of strategic corporate initiatives. The terms of the Bonus Plan are subject to annual re-evaluation and modification by the Company. The bonus is paid after the end of the Company's fiscal year. You must be actively employed at time of payment in order to earn and receive the bonus.

Total Target Cash will be INR504,005.25 plus Retirals per annum.

Your salary will be paid each **month** via Electronic Funds Transfer to the bank account nominated by you. We will advise you of the relevant date of payment.

Benefits

The Company offers a variety of benefits to assist you and your family. You will enjoy all benefits in accordance with the Company's prevailing policy and practice. A summary of these benefits will be made available for your access after onboarding. The Company reserves the right, at its absolute discretion, to vary or amend the terms of any benefit or existing benefit policy offered in accordance with applicable local law.



Probation

Your first 6 **months** of service will be of a probationary nature. The Company may waive or reduce the probation period at its discretion. You are deemed to have successfully completed your probationary period after 6 months unless otherwise informed in writing by the Company. For a person whose immediate previous employment is with any of the Dell group of companies, this clause shall not be applicable.

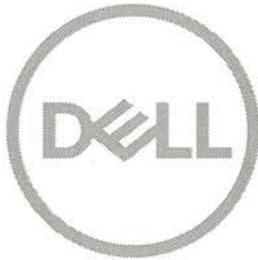
Notice Period and Termination

During the probationary period, your employment may be terminated by either party at any time by giving to the other party written notice of not less than **30 days** or salary in lieu thereof at the sole discretion of the Company.

Upon satisfactory completion of probation, your employment may be terminated by either party at any time by giving to the other party **60 days** written notice prior to the termination date or salary in lieu at the sole discretion of the Company.

Notwithstanding the above, the Company reserves the right at all times to terminate your employment (including employment during your probationary period) forthwith without notice or payment in lieu of notice if you are involved in gross negligence, misrepresentation, serious misconduct, a breach of any Dell policy including but not limited to the Code of Conduct; or commit any act of fraud or dishonesty or any criminal offense. In such an event, without prejudice to the Company's rights at law and/or under other provisions of this letter, the Company shall pay only salary earned by you up to the date of termination.

In the event of termination of services, you agree and authorize the Company to offset payment of any pro-rated allowance advances, and any other sums due to the Company to the extent permitted by law, against salary due and to withhold amounts that may be required by the relevant authorities. You will also be required to promptly deliver to Dell all originals and copies of materials, documents and property of Dell which are in your possession or control.

**Restraint:**

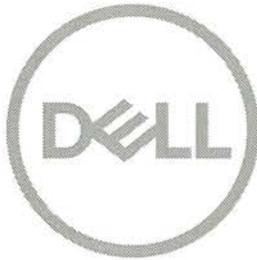
In addition, for a period of one year after termination of employment with the Company, you shall not approach or communicate with any customers of the Company, nor solicit or endeavor to take away from the Company, the business or any customers or clients of the Company. You further agree not to, for a period of [one year] after termination of employment with the Company, approach any employee of the Company or communicate with any employee of the Company with the effect of enticing, or attempting to entice any employee away from the Company.

Code of Conduct

The company's Code of Conduct sets out the standards of business conduct to which all employees are expected to adhere. We take our Code of Conduct very seriously in order to maintain the highest possible standard of ethics. Failure to adhere to the Code of Conduct is a disciplinary offence and may result in dismissal. A copy of the Code of Conduct shall be given to you in your Employee Orientation Program on joining. If you require a copy of any of the company's Code of Conduct before signing this employment contract please contact your Recruiter (i.e. signatory on this employment contract).

You should comply with the legal requirements of each country in which the Company conducts business and shall employ the highest ethical standards in your dealings. Use of any company assets for unlawful purposes is strictly prohibited.

In the event of you working in the premises of any other Company you shall comply with all Regulations and Codes of Conduct and legislative restrictions and requirements applicable in the workplace of any Company that you may be assigned to. Any breach of such legislation, Regulations or Codes of Conduct shall be deemed a serious breach of discipline and may result in dismissal.

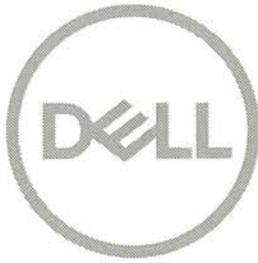
**Data Protection**

will obtain, hold and use personal data relating to you in the context of your employment, including, but not limited, your name, number, cost centre, address, emergency contact details (e.g. home telephone number), educational details/history/qualifications and employment history, proof of right to work, any director or officer posts held, outcomes of any pre-employment screening, salary information including details on commissions bonuses and profit share, pension, stock option rights and details related thereto as well as additional benefit details, job description, job level, job grade, performance plans and performance rating details including sales and margin targets and achievements, Individual Work history.

The purposes of such processing are to administer and manage the employment relationship we have with you, and may include disaster recovery data duplication, administering and maintaining personnel records (includes sickness and other absence records), assessing fitness for work, paying and reviewing salary, bonus, profit share and other benefits (if any), providing and administering benefits such as pension, stock purchase and stock option programmes, life, health and medical insurance, analysing sales and sales related activity, career and succession planning, performance appraisals and reviews, employee development and training, resources and skills allocation, regulatory and legal compliance, carrying out activities related to compliance with the company's policies and procedures, providing references and information to future employers, governmental and regulatory agencies (includes tax, social security authorities) in a take-over or merger, providing information to a future purchaser or potential purchaser of or any part of 's business or a potential or future service provider as part of due diligence. You hereby consent to such data processing by , any other . company or any third party charged with providing services, information or benefits related to the employment and you further consent to transfer of data to a company or third party even if such company or third party is situated outside India in a country which does not offer a level of data protection compared to the level applied in India. will put in place adequate safeguards with such third parties to ensure an adequate level of data protection.

Confidentiality Obligation

You will not use, publish, misappropriate or disclose any "Confidential or Proprietary Information", during or after your employment, except as required in the performance of your assignment for the Company or as authorized in writing by the Company. Such Information shall include what you learn or originate during your employment which is not available or readily ascertainable from public sources, and includes such information disclosed by others in confidence to the Company. If in doubt, you will promptly consult your supervisor. Confidential and Proprietary Information includes, but is not necessarily limited to, the information described in sub-paragraphs below.

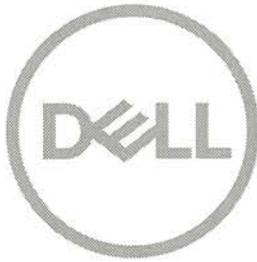


- a) Computer products, Company processes and device strategies planned or under development, including device specifications, system architecture, logic designs, circuit implementations and plans for unannounced and announced products;
- b) Software products in use, planned or under development, including operating systems adaptations or enhancements, language compilers, interpreters and translators, system design and evaluation tools, and application programs;
- c) Information relating to Company employees; actual and anticipated relationships between the Company and other companies; sales levels, profit levels, pricing and other unpublished financial data; and budget, staffing, compensation, equipment and related plans;
- d) Information relating to the Company's customer and vendor relationships. This includes performance requirements, development and delivery schedules, device and product pricing and quantities, and other information communicated to the Company by customers or vendors.

You will not use in your work or disclose to the Company any confidential or proprietary information of a third party unless the Company first receives written authorization from the third party allowing the use or disclosure of such information and unless the Company agrees in writing to receive such information on terms acceptable to the Company. You will abide by the restrictions imposed on the disclosure and use of such third party information.

You acknowledge that a violation of the provisions of this Agreement dealing with Confidential and Proprietary Information and Intellectual property may cause significant harm to the Company and that remedies at law may be inadequate to protect against a breach of such provisions. Accordingly, you agree that the Company shall be entitled, in addition to any other relief available to it, to the granting of injunctive relief without proof of actual damages or the requirement to establish the inadequacy of any of the other remedies available to it. You agree not to assert any defense in proceedings regarding the granting of any injunction or specific performance based on the availability to the Company of any other remedy.

For a period of one (1) year after leaving the Company's employment, you will give written notice to the new employer of your obligations regarding Intellectual Property, Confidential and Proprietary Information. For a period of one (1) year after termination of this Contract for whatever cause, you shall not solicit or endeavor to take away from the Company the business of any customers or clients of the Company.



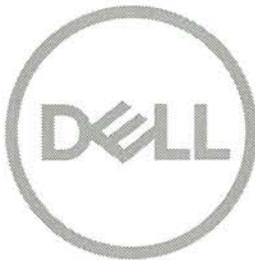
Intellectual Property and Copyright

While you are an employee of the Company, you will promptly disclose to the Company, all Intellectual Property developed by you, solely or jointly with others, in the course of your employment. Intellectual Property includes each discovery, idea, improvement, or invention you create, conceive, develop or discover, alone or with others, which relates to the Company's business or results from the use of the Company's equipment, supplies, facilities, or information. All Intellectual Property, in whatever form, is the Company's property. You will assign to and agree to assign to the Company and its nominees, without additional compensation, all of your worldwide and perpetual rights in Intellectual Property. You will assist the Company in all ways, including giving evidence and executing any documents deemed helpful or necessary by the Company to establish, perfect, and register worldwide, at the Company's expense, such rights in Intellectual Property. You will not do anything in conflict with the Company's rights in Intellectual Property and will cooperate fully to protect Intellectual Property against misappropriation or infringement by third parties. If you come across any cases of infringement of the rights of the Company in its Intellectual Property, you will promptly notify the Company of such infringement and assist the Company in all ways to protect its Intellectual Property.

You hereby agree that the Company will be the copyright owner in all works of every kind and description created or developed by you, solely or jointly with others, in connection with any employment with the Company. If requested to, and at no further expense to the Company, you will execute in writing any acknowledgments or assignments of copyright ownership of such Copyrightable Works as may be appropriate for preservation of the worldwide and perpetual ownership in the Company and its nominees of such copyrights.

You further agree that the Company may use your name, voice, picture or likeness in the Company's advertising, training advertisement and other materials without payment or separate compensation to you both during and following your employment with the Company.

On the date your employment with the Company ends, you will promptly deliver to a designated representative of the Company all originals and copies of all materials, documents and property of the Company which are in your possession or control. You will also cooperate in conducting exit interviews with a designated representative of the Company. The purpose of the exit interviews will be to review confidential and proprietary information known or possessed by you and to confirm the Company's rights regarding non-solicitation, the protection of the confidential and proprietary information and the disclosure to the Company and its ownership of intellectual property.



Export Compliance

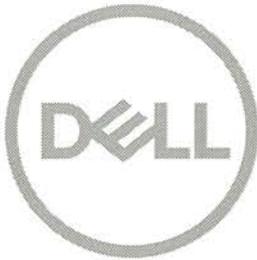
You will not export or otherwise transfer out of India or release to any person, Controlled Technology or Software, during or after employment with the Company, except as authorized in writing by the Company. Controlled Technology or Software is technology or software controlled under the U.S. Export Administration Regulations and includes, but is not limited to:

- Confidential and Proprietary Information of the type described in paragraph 4(a) above, to the extent that such information is not otherwise publicly available;
- Technical information of , its affiliates, its customers or other third parties that is in use, planned, or under development, such as but not limited to: manufacturing and/or research processes or strategies (including design rules, device characteristics, process flow, manufacturing capabilities and yields); computer product, process and/or devices (including device specification, system architectures, logic designs, circuit implementations); software product (including operating system adaptations or enhancements, language compilers, interpreters, translators, design and evaluation tools, and application programs); and any other databases, methods, know-how, formulae, compositions, technological data, technological prototypes, processes, discoveries, machines, inventions, and similar items;
- Information relating to future plans of , its affiliates, its customers and other third parties, such as but not limited to: marketing strategies; new product research pending projects and proposals; proprietary production processes; research and development strategies; and similar items.
- Release includes disclosure to any person, oral exchange, and application to situations abroad of personal knowledge or technical experience. If you have any doubts regarding whether particular information is Controlled Technology or Software, please consult your manager, 's Legal Department, or 's Export Compliance Organization.

Training: The Company may also send you abroad for the purpose of specific skills training relevant to your employment with the Company. If your employment with the Company ends for any reason within the first twelve (12) months of you being sent abroad for specific skills training, you will repay to the Company, all of the costs paid to you or incurred on your behalf for this training.

The company reserves the right to review the skills required to perform the job, and may introduce new trainings and certifications needed to impart the new skills and ways to measure the same. You shall undergo such trainings and certifications when needed and continue to successfully upgrade your skills and capabilities needed to perform the job effectively at expected levels.

Recovery of dues: In the event of any financial recovery to be made from you, the Company shall also be entitled to offset payment of any prorated allowance advances against salary due and to withhold amounts that may be required by relevant authorities. These repayment obligations cannot be waived except by a written communication by the Company.



Secondary employment and outside business ventures: While in the employment of the Company, you shall not undertake employment with any other Company on a temporary or part-time basis or offer your services with or without pay to any person, legal entity or public authority or to be occupied in your own business without the prior written consent of the Company.

Correctness of Information: This appointment is based on the information supplied by you in your application for employment. This appointment will be treated as "null and void" if any material error, in the management opinion, is discovered and/or due to non-disclosure of relevant information about you, to the company.

Service rules: For all other matters, not specified herein, you shall be governed by the company's policies, conditions of service, service rules and amendments made and communicated from time to time.

Retirement

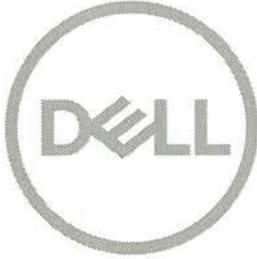
You shall retire on the attainment of sixty two (62) years unless specifically communicated by the company in writing to continue in service beyond this age.

Regards,

A handwritten signature in black ink, appearing to read "S. Gangadhar Salimath".

Gangadhar Salimath

Senior Manager, Talent Acquisition

**Confirmation of Acceptance**

I, Shilpa Bhasker, confirm that I have read, understood and accept the terms and conditions of employment with Dell. I authorize the Company to make deductions from my wages pursuant to clause "remuneration" of this agreement.

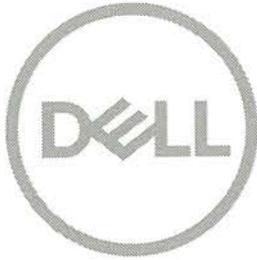
I confirm that I will commence employment with Dell on 18 Jun, 2018.

Shilpa Bhasker

Date

We have partnered with a vendor to enable you to review and accept employment related documents electronically in an efficient, secure and protected manner. The documents are encrypted. Your electronic signature cannot be changed once signed. You will be able to print out full copies of your signed documentation for your records. Within each document, the system will guide you to all relevant sections which need to be completed and signed.

Electronic is our preferred, and most efficient, method for managing the documentation. However, if you prefer, you can print and sign all of the documents, and scan and email the originals to Niraj Pandey / Niraj.Pandey@Dellteam.com. If you need to return the documentation in a different manner, please let your recruiter know.

**Annexure****Notice Period Buyout**

The Company will pay for your Notice pay recovery if any, as agreed during the HR interview. If my employment ends within the first 12 months of my hire date*, either due to my resignation (regardless of the reason) or because terminates the employment for cause (as determined by at its sole discretion), I will be required to repay to the entire notice period that has been bought out by at the time of my joining. Gross up on notice period buyout will be done on a case to case basis depending on the tax treatment availed in the previous employment/s. You need to submit the necessary document in support of Notice Period Buyout claim.

*** Hire Date shall mean the date of transfer in case of current employees who have opted for a personal transfer and the date of joining in case of new hires.**

I agree that the repayment amount for any of the categories as detailed above will become fully due and payable upon my termination of employment. I hereby authorize , to the full extent allowed by law, to deduct the repayment amount for any of the categories as detailed above from any monies owed to me by , including, but not limited to: wages, final paycheck, reimbursement for expenses, payment for unused benefits, refunds of contributions to benefit plans or programs, and/or any other sums payable to me by .

Shilpa Bhasker

Date



May 8, 2018

Shilpa Bhasker
#11, Siddhamma road, Kammanahalli
Bangalore- 560084
India

Private & Confidential

Dear Shilpa,

Congratulations, and welcome to Dell!

We are pleased to extend our offer of employment to Shilpa Bhasker (employee hereafter "you/your") with EMC INDIA S/W & SERV PVT ("the Company") conditional on the successful completion of the Company's Background Checks, and subject to the attainment of work permit, employment pass or employment visas, as may be applicable.

Your title will be Associate Sales Engineer Analyst at career level Individual Contributor I5, reporting to Praseeth Ayathan (1029638), Manager 2, Sales Engineer Analyst. Your start date is June 18, 2018. You will be based at our offices in Bangalore, India.

Orientation

A member of our Onboarding team or Talent Acquisition team will be in contact with you prior to your joining date to assist you with your onboarding experience.

EMC Software and Services India Private Limited

Bagmane Developers Private Limited - SEZ, Marathahalli Ring Road, Doddanekkundi Village, Bengaluru - 560037, India
Phone: +91 80 67375000 / 40025000 Fax: +91 80 67376000 / 40026000

Regd. Office: #112,113, Akruiti Sankul, Opp Janata Sahakari Bank, Tilak Road, Sadashivpeth, Pune - 411 030

CIN: U72900PN1999PTC013724

www.emc.com

**Core Business Hours**

Your working hours shall be the number of hours as the Company may from time to time deem appropriate and as may be necessary to achieve the purposes of the Company (inclusive of a lunch break). Please take note that certain functions such as Sales, Technical Support, Manufacturing, Information Services require staggered/shift hours.

Place of Work

Your usual place of work will be at Bangalore, India. However, the company reserves the right at its discretion, and by this contract you hereby agree, to change your place to work, either on a temporary or permanent basis, to any other place where it now conducts or at some future date, may conduct its business or part of its business. Except at the discretion of the Company you will not be compensated or reimbursed for the costs involved in such relocation. You may be required to work at or from any office, branch or location of the Company or any client of the Company, as the need arises, which you agree to do so. In the event of you working in the premises of any other Company you shall comply with all Regulations and Codes of Conduct and legislative restrictions and requirements applicable in the workplace of any Company that you may be assigned to. Any breach of such legislation, Regulations or Codes of Conduct shall be deemed a serious breach of discipline and may result in dismissal.

Compensation

We are pleased to offer you a compensation package consisting of the following element(s):

Base Salary, of 480,005.00 per annum.

Base salary is comprised of Basic and Basket of allowances. Basic is 192,002.00. Basket is 288,003.00 INR Annual.

*The Basket of Allowances includes components such as HRA and LTA. You may be eligible for all the allowances or a combination of them, depending on other factors including your job grade. Please contact HR Staffing for further details regarding the components you are eligible for and the limits there under that are applicable to you.

Retirals

Retirals is comprised of PF and Gratuity. PF is 12% Annual, Gratuity is 4.81% Annual.

***Gratuity: Payment of Gratuity would be as per the criteria set out in the Payment of Gratuity Act

11 April 2018

Hyderabad

Shivangi Devgun

Employment offer

Dear Shivangi,

Further to the interviews and discussions conducted as part of the campus hire drive, we are pleased to extend an offer of employment to you as **Associate Consultant**. If you choose to accept this offer prior to **13th April 2018**, we would like your start date to be **25th June 2018**, contingent upon the successful clearing of your background screening. The compensation and terms of employment are set forth below:

Your compensation will be INR **360000**/- per annum, (compensation structure given in Annexure I), less taxes and deductions as applicable by the Govt. of India for all required withholdings, and paid in accordance with the Company's normal payroll procedures. Your compensation will be paid on a monthly basis.

Our work culture is informal and we try to encourage self-motivated individuals. We will try and make every effort to ensure that you have an atmosphere that brings out the best in you. As a responsible employee, you would be required to work not less than 45 hours per week. As a company employee, you will be required to follow the corporate rules and policies. You may not disclose confidential company information to unauthorized third parties.

We have prepared a formal Employment Agreement for your review and acceptance which details the complete terms of your employment with Neudesic available in Annexure II. This letter and the Employment Agreement form the complete and exclusive statement of employment between you and the Company. These employment terms supersede any other agreements, understandings, promises, or communications, written or oral, by or on behalf of the Company. The terms and conditions of your employment will be in accordance with the Company's policies and procedures which you are required to peruse before joining.

If you choose to accept this offer of employment, please revert to our mail within 2 days confirming your acceptance. We hope you accept this offer and we look forward to working with you.

Sincerely,

Sharath Kumar Chetlur
Associate Director, Human Capital Management
Neudesic Technologies Private Limited

EMPLOYEE STATEMENT:

I agree with and accept the terms set forth in this letter.

Print Name

Signature

Date

Annexure – I

Compensation Details

Name: Shivangi Devgun
 Designation Associate Consultant
 Job Location Hyderabad / Bangalore / Kochi

| Indicative Compensation Structure | |
|---|-----------------|
| Compensation Component | CTC Details (₹) |
| Base Compensation | |
| Basic | 134452 |
| HRA | 53781 |
| Special Allowance | 68851 |
| Conveyance | 19200 |
| Monetary Benefits | |
| Medical Allowances | 15000 |
| Food Allowance (optional for tax exemption) | 26400 |
| LTA | 13445 |
| Insurance Benefits¹ | |
| Health Insurance ² | 5000 |
| Fixed Annual Compensation | 336129 |
| Retirement Benefits | |
| Employer PF Contribution | 17280 |
| Gratuity ³ | 6591 |
| CTC per annum | 360000 |

¹ You are also entitled to an insurance coverage of ₹10, 00,000 under Group personnel accidental policy, without any additional premium

² Employee and five dependents (at an additional premium) are entitled to an insurance coverage of 2, 00,000 on floater policy under Health Insurance.

³ Gratuity Provision is as per the provisions of the 'Payment of Gratuity Act, 1972' and Superannuation Provision is as per 'Employees Provident Funds and Miscellaneous Provisions Act, 1952'.

CSE

NEUDESIC

Corp Office: Unit No 101, B-9, K Raheja Mind space IT Park, Madhapur, Hyderabad - 500 081 • Ph: +91 40 40072112 • www.neudesic.com

11 April 2018

Hyderabad

Shivangi Devgun

Employment offer

Dear Shivangi,

Further to the interviews and discussions conducted as part of the campus hire drive, we are pleased to extend an offer of employment to you as **Associate Consultant**. If you choose to accept this offer prior to 13th April 2018, we would like your start date to be 25th June 2018, contingent upon the successful clearing of your background screening. The compensation and terms of employment are set forth below:

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Sincerely,

Sharath Kumar Chetlur
Associate Director, Human Capital Management
Neudesic Technologies Private Limited

EMPLOYEE STATEMENT:

I agree with and accept the terms set forth in this letter.

Print Name

Signature

Date

Annexure - I

Compensation Details

Name: Shivangi Devgun
 Designation: Associate Consultant
 Job Location: Hyderabad / Bangalore / Kochi

| Indicative Compensation Structure | |
|---|-----------------|
| Compensation Component | CTC Details (₹) |
| Base Compensation | |
| Basic | 134452 |
| HRA | 53781 |
| Special Allowance | 68851 |
| Conveyance | 19200 |
| Monetary Benefits | |
| Medical Allowances | 15000 |
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| LTA | 13445 |
| Insurance Benefits¹ | |
| Health Insurance ² | 5000 |
| Fixed Annual Compensation | 336129 |
| Retirement Benefits | |
| Employer PF Contribution | 17280 |
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11 April 2018

Hyderabad

Shivani

Employment offer

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Sincerely,

Sharath Kumar Chetlur
Associate Director, Human Capital Management
Neudesic Technologies Private Limited

EMPLOYEE STATEMENT:

I agree with and accept the terms set forth in this letter.

Print Name

Signature

Date

Annexure – I

Compensation Details

Name: Shivani
 Designation Associate Consultant
 Job Location Hyderabad / Bangalore / Kochi

| Indicative Compensation Structure | |
|---|-----------------|
| Compensation Component | CTC Details (₹) |
| Base Compensation | |
| Basic | 134452 |
| HRA | 53781 |
| Special Allowance | 68851 |
| Conveyance | 19200 |
| Monetary Benefits | |
| Medical Allowances | 15000 |
| Food Allowance (optional for tax exemption) | 26400 |
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| Insurance Benefits¹ | |
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| Fixed Annual Compensation | 336129 |
| Retirement Benefits | |
| Employer PF Contribution | 17280 |
| Gratuity ³ | 6591 |
| CTC per annum | 360000 |

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11 April 2018

Hyderabad

Shivani Bagavathi

Employment offer

Dear Shivani

Further to the interviews and discussions conducted as part of the campus hire drive, we are pleased to extend an offer of employment to you as **Associate Consultant**. If you choose to accept this offer prior to **13th April 2018**, we would like your start date to be **25th June 2018**, contingent upon the successful clearing of your background screening. The compensation and terms of employment are set forth below:

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If you choose to accept this offer of employment, please revert to our mail within 2 days confirming your acceptance. We hope you accept this offer and we look forward to working with you.

Sincerely,

Sharath Kumar Chetlur
Associate Director, Human Capital Management
Neudesic Technologies Private Limited

EMPLOYEE STATEMENT:

I agree with and accept the terms set forth in this letter.

Print Name

Signature

Date

Annexure – I

Compensation Details

Name: Shivani Bagavathi
 Designation Associate Consultant
 Job Location Hyderabad / Bangalore / Kochi

| Indicative Compensation Structure | |
|---|-----------------|
| Compensation Component | CTC Details (₹) |
| Base Compensation | |
| Basic | 134452 |
| HRA | 53781 |
| Special Allowance | 68851 |
| Conveyance | 19200 |
| Monetary Benefits | |
| Medical Allowances | 15000 |
| Food Allowance (optional for tax exemption) | 26400 |
| LTA | 13445 |
| Insurance Benefits¹ | |
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| Fixed Annual Compensation | 336129 |
| Retirement Benefits | |
| Employer PF Contribution | 17280 |
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| CTC per annum | 360000 |

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NEUDESIC

Comp. Office: Unit No. 101, B-9, K.R. Reddy Micro space IT Park, Madhapur, Hyderabad -500 081 • Ph. +91 40 40072112 • www.neudesic.com

11 April 2018

Hyderabad

Shivani Bagavathi

Employment offer

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If you choose to accept this offer of employment, please revert to our mail within 2 days confirming your acceptance. We hope you accept this offer and we look forward to working with you.

Sincerely,

Sharath Kumar Chetlur
Associate Director, Human Capital Management
Neudesic Technologies Private Limited

EMPLOYEE STATEMENT:

I agree with and accept the terms set forth in this letter.

Print Name

Signature

Date

Annexure - I

Compensation Details

Name: Shivani Bagavathi
 Designation: Associate Consultant
 Job Location: Hyderabad / Bangalore / Kochi

| Indicative Compensation Structure | |
|---|-----------------|
| Compensation Component | CTC Details (₹) |
| Base Compensation | |
| Basic | 134452 |
| HRA | 53781 |
| Special Allowance | 68851 |
| Conveyance | 19200 |
| Monetary Benefits | |
| Medical Allowances | 15000 |
| Food Allowance (optional for tax exemption) | 26400 |
| LTA | 13445 |
| Insurance Benefits¹ | |
| Health Insurance ² | 5000 |
| Fixed Annual Compensation | 336129 |
| Retirement Benefits | |
| Employer PF Contribution | 17280 |
| Gratuity ³ | 6591 |
| CTC per annum | 360000 |

¹ You are also entitled to an insurance coverage of ₹ 10, 00,000 under Group personnel accidental policy, without any additional premium

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NEUDESICSM

Corp Office: Unit No.101, B-9, K Raheja Mind space IT Park, Madhapur, Hyderabad -500 081 • Ph. +91 40 40072112 • www.neudesic.com

11 April 2018

Hyderabad

Shivani

Employment offer

Dear Shivani

Further to the interviews and discussions conducted as part of the campus hire drive, we are pleased to extend an offer of employment to you as **Associate Consultant**. If you choose to accept this offer prior to **13th April 2018**, we would like your start date to be **25th June 2018**, contingent upon the successful clearing of your background screening. The compensation and terms of employment are set forth below:

Your compensation will be INR **360000/-** per annum, (compensation structure given in Annexure I), less taxes and deductions as applicable by the Govt. of India for all required withholdings, and paid in accordance with the Company's normal payroll procedures. Your compensation will be paid on a monthly basis.

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If you choose to accept this offer of employment, please revert to our mail within 2 days confirming your acceptance. We hope you accept this offer and we look forward to working with you.

Sincerely,

Sharath Kumar Chetlur
Associate Director, Human Capital Management
Neudesic Technologies Private Limited

EMPLOYEE STATEMENT:

I agree with and accept the terms set forth in this letter.

SHIVANI
Print Name

Shivani
Signature

12/04/18
Date

Compensation details are confidential and are governed by Neudesic's Non-Disclosure Clauses of Employment Agreement.

Annexure - I

Compensation Details

Name: Shivani
Designation: Associate Consultant
Job Location: Hyderabad / Bangalore / Kochi

| Indicative Compensation Structure | |
|---|-----------------|
| Compensation Component | CTC Details (₹) |
| Base Compensation | |
| Basic | 134452 |
| HRA | 53781 |
| Special Allowance | 68851 |
| Conveyance | 19200 |
| Monetary Benefits | |
| Medical Allowances | 15000 |
| Food Allowance (optional for tax exemption) | 26400 |
| LTA | 13445 |
| Insurance Benefits¹ | |
| Health Insurance ² | 5000 |
| Fixed Annual Compensation | 336129 |
| Retirement Benefits | |
| Employer PF Contribution | 17280 |
| Gratuity ³ | 6591 |
| CTC per annum | 360000 |

Shivani
12/4/18

¹ You are also entitled to an insurance coverage of ₹10,00,000 under Group personnel accidental policy, without any additional premium

² Employee and five dependents (at an additional premium) are entitled to an insurance coverage of 2,00,000 on floater policy under Health Insurance.

³ Gratuity Provision is as per the provisions of the 'Payment of Gratuity Act, 1972' and Superannuation Provision is as per 'Employees Provident Funds and Miscellaneous Provisions Act, 1952'.



October 1, 2018

SHIVANI

New Medico Center, Pk Hospital, New Colony, Saharsa

Saharsa 852201

India

Private & Confidential

Dear SHIVANI,

Congratulations, and welcome to Dell!

We are pleased to extend our offer of employment to SHIVANI (employee hereafter "you/your") with EMC INDIA S/W & SERV PVT ("the Company") conditional on the successful completion of the Company's Background Checks, and subject to the attainment of work permit, employment pass or employment visas, as may be applicable.

Your title will be Associate Sales Engineer Analyst at career level Individual Contributor I5, reporting to Parimala Vr (1007084), Senior Manager, Sales Engineer Analyst. Your start date is November 5, 2018. You will be based at our offices in Bangalore, India.

You are requested to submit all Background Check documents within four (4) days of offer letter acceptance. Any delay in providing the same may lead to extension of your date of joining which will be intimated to you through e-mail. Timely submission of Background Check documents is hence emphasized.

Orientation

A member of our Onboarding team or Talent Acquisition team will be in contact with you prior to your joining date to assist you with your onboarding experience.



Core Business Hours

Your working hours shall be the number of hours as the Company may from time to time deem appropriate and as may be necessary to achieve the purposes of the Company (inclusive of a lunch break). Please take note that certain functions such as Sales, Technical Support, Manufacturing, Information Services require staggered/shift hours.

Place of Work

Your usual place of work will be at Bangalore, India. However, the company reserves the right at its discretion, and by this contract you hereby agree, to change your place to work, either on a temporary or permanent basis, to any other place where it now conducts or at some future date, may conduct its business or part of its business. Except at the discretion of the Company you will not be compensated or reimbursed for the costs involved in such relocation. You may be required to work at or from any office, branch or location of the Company or any client of the Company, as the need arises, which you agree to do so. In the event of you working in the premises of any other Company you shall comply with all Regulations and Codes of Conduct and legislative restrictions and requirements applicable in the workplace of any Company that you may be assigned to. Any breach of such legislation, Regulations or Codes of Conduct shall be deemed a serious breach of discipline and may result in dismissal.

Compensation

We are pleased to offer you a compensation package consisting of the following element(s):

Base Salary, of 487,500.00 per annum.

Base salary is comprised of Basic and Basket of allowances. Basic is 195,000.00. Basket of allowances is 292,500.00.

*The Basket of Allowances includes components such as HRA and LTA. You may be eligible for all the allowances or a combination of them, depending on other factors including your job grade. Please contact HR Staffing for further details regarding the components you are eligible for and the limits there under that are applicable to you.

Retirals

Retirals is comprised of PF and Gratuity. PF is 12% Annual. Gratuity is 4.81% Annual.

***Gratuity: Payment of Gratuity would be as per the criteria set out in the Payment of Gratuity Act

11 April 2018

Hyderabad

Shivani

Employment offer

Dear Shivani

Further to the interviews and discussions conducted as part of the campus hire drive, we are pleased to extend an offer of employment to you as **Associate Consultant**. If you choose to accept this offer prior to **13th April 2018**, we would like your start date to be **25th June 2018**, contingent upon the successful clearing of your background screening. The compensation and terms of employment are set forth below:

Your compensation will be INR **360000/-** per annum, (compensation structure given in Annexure I), less taxes and deductions as applicable by the Govt. of India for all required withholdings, and paid in accordance with the Company's normal payroll procedures. Your compensation will be paid on a monthly basis.

Our work culture is informal and we try to encourage self-motivated individuals. We will try and make every effort to ensure that you have an atmosphere that brings out the best in you. As a responsible employee, you would be required to work not less than 45 hours per week. As a company employee, you will be required to follow the corporate rules and policies. You may not disclose confidential company information to unauthorized third parties.

We have prepared a formal Employment Agreement for your review and acceptance which details the complete terms of your employment with Neudesic available in Annexure II. This letter and the Employment Agreement form the complete and exclusive statement of employment between you and the Company. These employment terms supersede any other agreements, understandings, promises, or communications, written or oral, by or on behalf of the Company. The terms and conditions of your employment will be in accordance with the Company's policies and procedures which you are required to peruse before joining.

If you choose to accept this offer of employment, please revert to our mail within 2 days confirming your acceptance. We hope you accept this offer and we look forward to working with you.

Sincerely,

Sharath Kumar Chetlur
Associate Director, Human Capital Management
Neudesic Technologies Private Limited

EMPLOYEE STATEMENT:

I agree with and accept the terms set forth in this letter.

Print Name

Signature

Date

Annexure - 1

Compensation Details

Name: Shivani
 Designation: Associate Consultant
 Job Location: Hyderabad / Bangalore / Kochi

| Indicative Compensation Structure | |
|---|-----------------|
| Compensation Component | CTC Details (₹) |
| Base Compensation | |
| Basic | 134452 |
| HRA | 53781 |
| Special Allowance | 68851 |
| Conveyance | 19200 |
| Monetary Benefits | |
| Medical Allowances | 15000 |
| Food Allowance (optional for tax exemption) | 26400 |
| LTA | 13445 |
| Insurance Benefits¹ | |
| Health Insurance ² | 5000 |
| Fixed Annual Compensation | |
| 336129 | |
| Retirement Benefits | |
| Employer PF Contribution | 17280 |
| Gratuity ³ | 6591 |
| CTC per annum | 360000 |

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Date – September 19, 2017

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block,
Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-49139999
[http://www-
07.ibm.com/in/careers/](http://www-07.ibm.com/in/careers/)

Dear Shreepad Kulkarni,

Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works.

We are very pleased to provide this Expression of Interest, which reiterates our intention to hire you, subject to successful completion of our normal pre-recruitment processes (including a background check & pre screening, if applicable). After you provide other information, supporting documents and successfully meet our requirements, we propose to issue a Formal Offer Letter to you.

Please note this Expression of Interest is neither an offer nor a legally binding contract of employment.

The Expression of Interest shall remain valid until the earlier of date of the Formal Offer Letter or nine months hereinafter.

If any information supplied by you in your application or during the selection process is found to be unsatisfactory, incorrect or false and/or if you suppress material information regarding your qualifications and experience, IBM reserves the right to revoke this Expression of Interest without notice. IBM's decision in this respect shall be final.

The terms of Expression of Interest are strictly between you and IBM. Please treat this information as personal and confidential.

We look forward to the opportunity to work with you and hope to convert this Expression of Interest into a formal employment relationship between you and IBM upon the successful completion of all pre-recruitment procedures.

Sincerely,



Rohit K Vohra
Recruitment Leader
India/SA

ECE

Date - September 19, 2017

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block,
Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
[http://www-
07.ibm.com/in/careers/](http://www-07.ibm.com/in/careers/)

Dear Shreepad Kulkarni,

Congratulations!

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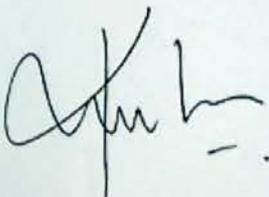
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If any information supplied by you in your application or during the selection process is found to be unsatisfactory, incorrect or false and/or if you suppress material information regarding your qualifications and experience, IBM reserves the right to revoke this Expression of Interest without notice. IBM's decision in this respect shall be final.

The terms of Expression of Interest are strictly between you and IBM. Please treat this information as personal and confidential.

We look forward to the opportunity to work with you and hope to convert this Expression of Interest into a formal employment relationship between you and IBM upon the successful completion of all pre-recruitment procedures.

Sincerely,



Rohit K Vohra
Recruitment Leader
India/SA

January 08, 2018

To,
Shruti P
Reva University
Rukmini Knowledge Park, Kattigenahalli,
Yelahanka, Bangalore-560064

Offer Letter

Dear Shruti P,

Further to the discussion we had, we are pleased to offer you an employment as "Senior Relationship Manager-MFA" at a fixed pay of Rs 3,50,000 per annum in our Mutual Fund Department and at South Region. You will be on probation for a period of six months or such extended period as may be decided by the company.

You shall be required to join the Company tentatively during the period of May 2018 to October 2018 at the above mentioned location. Your actual date of joining & induction plan will be communicated to you at least 15 days before your joining through your placement coordinator. Your detailed letter of appointment mentioning terms and conditions of the employment will be provided on your joining. Please note that this offer of employment is subject to successful completion of your course and to your acquiring knowledge specified by competent authorities from time to time. You are also required to complete and submit your NISM Series V-A (Mutual Fund Distributors Certification) on or before your date of joining. This offer may be discontinued without any further notice if you fail to fulfill the criteria stated above or any irregularities are found.

Your fixed pay details are enclosed herewith in Annexure 1.

For any further details you may get in touch with your Regional HR Manager- Madhuri S on 022-40701290 or drop an email at madhuri.shyamdasani@icicisecurities.com. Please acknowledge the offer by accepting a copy of this letter for our official records.

Yours truly,
For ICICI Securities Ltd


Sweta Mishra
Chief Manager - Human Resources

Received
Shruti P
MBA
8892231001

Member of National Stock Exchange of India Ltd. & Bombay Stock Exchange Ltd.
Capital Market : NSE Regn. No. INB 230773037, BSE Regn. No. INB 011286554
Futures & Options : NSE Regn. No. INO 230773037, BSE Regn. No. INF 010773035
Currency Derivatives : NSE Regn. No. INF 230773037
CIN No.: I067120A/11900PLC086241

ICICI Securities Limited
Registered Office (Institutional):
ICICI Centre, H. T. Parekh Marg,
Churchgate, Mumbai 400 020, India.
Tel (91 22) 2288 2460/70
Fax (91 22) 2288 2445

Corporate Office (Retail):
Shree Sawan Knowledge Park, Plot No. D-507,
T.T.C. Ind. Area, M.I.D.C., Turbhe, Navi Mumbai - 400 705
Tel (91 22) 4070 1000
Fax (91 22) 4070 1022

Name of Compliance Officer (Broking Operations) : Ms. Mamta Jayaram Shetty
Email Address: complianceofficer@icicisecurities.com / Tel (91 22) 4070 1000
Website Address: www.icicisecurities.com / www.icicidirect.com



Annexure 1

| REMUNERATION DETAILS | | |
|---|-----------------------------------|----------------|
| NAME | Shruti P | |
| JOB TITLE | Senior Relationship Manager - MFA | |
| GRADE | E | |
| Components | Monthly | Annually |
| Basic | 10,208 | 122,500 |
| HRA | 5,104 | 61,250 |
| Transport Allowance | 1,600 | 19,200 |
| Medical Reimbursement | 1,250 | 15,000 |
| Leave Travel Assistance | 2,126 | 25,521 |
| Personal Pay | 7,652 | 91,829 |
| Retiral Benefits | | |
| Employer's Contribution to PF | 1,225 | 14,700 |
| Total Fixed Pay | 29,166 | 350,000 |
| ** Gratuity is payable after completion of 5 years of continuous service. | | |



#15, 3rd Main, 3rd Cross, Maruthi Nagar, Shreyas colony, JP Nagar 7th Phase - 560078

To,
The Placement Officer
REVA University
Bangalore - 560064

Date: 15th March, 2018

Respected Sir,

We are pleased to inform you that our company has successfully completed the recruitment process for the current academic year at your esteemed institution. We are happy to announce that we have identified some exceptional talent and would like to extend job offers to the selected students. The roles and the students selected against each role along with the compensation break up is as under:

I. Process Executive Role

| Sl. No | Name | Role | CTC in LPA |
|--------|---------------------|-------------------|------------|
| 1 | Abhishek B R | Process Executive | 2.8 |
| 2 | Bindu S M | Process Executive | 2.8 |
| 3 | C Sai Prathik Reddy | Process Executive | 2.8 |
| 4 | C Sumanjali | Process Executive | 2.8 |
| 5 | Hema B R | Process Executive | 2.8 |
| 6 | Kavya V | Process Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Process Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

II. Sales Trainee L & D

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------------------------|-------------------|------------|
| 1 | Pinaki Lalit Agarwal | Sales trainee-L&D | 2.4 |
| 2 | Poojarani | Sales trainee-L&D | 2.4 |
| 3 | Rohith M Nayak | Sales trainee-L&D | 2.4 |
| | | | |
| 5 | Siddanthi Narasimham Vikram Simha | Sales trainee-L&D | 2.4 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Sales Trainee L & D | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 144000 |
| 2 | House Rent Allowance | 57600 |
| 3 | Special Allowance | 38400 |
| 4 | Total Compensation | 240000 |

III. Verbal Trainer

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------|----------------|------------|
| 1 | J Kalyan Kumar | Verbal Trainer | 2.8 |
| 2 | Kavya Patil | Verbal Trainer | 2.8 |
| 3 | Nidhi Kumari | Verbal Trainer | 2.8 |
| 4 | Rohan Nagaraj Kora | Verbal Trainer | 2.8 |
| 5 | Saquib Shaik | Verbal Trainer | 2.8 |
| 6 | Sharada N.S | Verbal Trainer | 2.8 |
| 7 | Swathi K V | Verbal Trainer | 2.8 |
| 8 | Ankitha B C | Verbal Trainer | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Verbal Trainer | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

IV. Marketing Associate

| Sl. No | Name | Role | CTC in LPA |
|--------|-----------------------|---------------------|------------|
| 1 | Manikandan R | Marketing Associate | 2.6 |
| 2 | Manjula Venkateswarlu | Marketing Associate | 2.6 |
| 3 | Manjunath Teja N | Marketing Associate | 2.6 |
| 4 | Manoj H E | Marketing Associate | 2.6 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Marketing Associate | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 156000 |
| 2 | House Rent Allowance | 62400 |
| 3 | Special Allowance | 41600 |
| 4 | Total Compensation | 260000 |

V. Business Development Specialist

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|---------------------------------|------------|
| 1 | ANUSHA V | Business Development Specialist | 2.8 |
| 2 | Ibrahim Mohamed Omar | Business Development Specialist | 2.8 |
| 3 | KRUTHIKA M R | Business Development Specialist | 2.8 |

| Compensation Break up | | |
|-----------------------|---------------------------------|-----------------|
| Position | Business Development Specialist | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |
| | | |

VI. Training Relationship Manager

| Sl. No | Name | Role | CTC in LPA |
|--------|---------------------------------------|------------------------------|------------|
| 1 | Kiran M | Trainee Relationship Manager | 3 |
| 2 | Poornima S | Trainee Relationship Manager | 3 |
| 3 | Pradeep Kumar | Trainee Relationship Manager | 3 |
| 4 | Rahul Koudal | Trainee Relationship Manager | 3 |
| 5 | Ranjith S D | Trainee Relationship Manager | 3 |
| 6 | Alam Nikesh | Trainee Relationship Manager | 3 |
| 7 | Amulya T C | Trainee Relationship Manager | 3 |
| 8 | Chejarla Venkata Vidya Sagar Reddy | Trainee Relationship Manager | 3 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Trainee Relationship Manager | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 180000 |
| 2 | House Rent Allowance | 72000 |
| 3 | Special Allowance | 48000 |
| 4 | Total Compensation | 300000 |

VII. Branding Executive

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|--------------------|------------|
| 1 | Bandee Vamsi Krishna | Branding Executive | 2.8 |
| 2 | Bhimesh | Branding Executive | 2.8 |
| 3 | Charchitha N Behura | Branding Executive | 2.8 |
| 4 | Kumar V | Branding Executive | 2.8 |
| 5 | Megha R | Branding Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Branding Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

We have reviewed their academic records, conducted thorough interviews, and are confident that they possess the necessary skills and qualities required to contribute to our company's success.

We will be sharing the individual offer letters for each of the selected candidates with copies marked to you.

We request you to kindly inform us about their examinations and the expected date they will be able to join our organization. We will plan their joining dates accordingly.

We would like to express our gratitude to you and your team for your cooperation and support throughout the recruitment process. It has been a pleasure working with your institution, and we hope to continue this partnership in the future.

Thank you once again for your valuable assistance.

Yours Sincerely,

For Bizotic Talent Solutions Private Limited

Ramyashree S



Ramyshree S
Head of Finance & Operations



#15, 3rd Main, 3rd Cross, Maruthi Nagar, Shreyas colony, JP Nagar 7th Phase - 560078

To,
The Placement Officer
REVA University
Bangalore - 560064

Date: 15th March, 2018

Respected Sir,

We are pleased to inform you that our company has successfully completed the recruitment process for the current academic year at your esteemed institution. We are happy to announce that we have identified some exceptional talent and would like to extend job offers to the selected students. The roles and the students selected against each role along with the compensation break up is as under:

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| 4 | C Sumanjali | Process Executive | 2.8 |
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| 6 | Kavya V | Process Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Process Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
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| 2 | Poojarani | Sales trainee-L&D | 2.4 |
| 3 | Rohith M Nayak | Sales trainee-L&D | 2.4 |
| 4 | Shruti | Sales trainee-L&D | 2.4 |
| | | | |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Sales Trainee L & D | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 144000 |
| 2 | House Rent Allowance | 57600 |
| 3 | Special Allowance | 38400 |
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III. Verbal Trainer

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------|----------------|------------|
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| 2 | Kavya Patil | Verbal Trainer | 2.8 |
| 3 | Nidhi Kumari | Verbal Trainer | 2.8 |
| 4 | Rohan Nagaraj Kora | Verbal Trainer | 2.8 |
| 5 | Saquib Shaik | Verbal Trainer | 2.8 |
| 6 | Sharada N.S | Verbal Trainer | 2.8 |
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| 8 | Ankitha B C | Verbal Trainer | 2.8 |

| Compensation Break up | | |
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| Position | Verbal Trainer | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
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| Sl. No | Name | Role | CTC in LPA |
|--------|-----------------------|---------------------|------------|
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| 3 | Manjunath Teja N | Marketing Associate | 2.6 |
| 4 | Manoj H E | Marketing Associate | 2.6 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Marketing Associate | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 156000 |
| 2 | House Rent Allowance | 62400 |
| 3 | Special Allowance | 41600 |
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| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|---------------------------------|------------|
| 1 | ANUSHA V | Business Development Specialist | 2.8 |
| 2 | Ibrahim Mohamed Omar | Business Development Specialist | 2.8 |
| 3 | KRUTHIKA M R | Business Development Specialist | 2.8 |

| Compensation Break up | | |
|-----------------------|---------------------------------|-----------------|
| Position | Business Development Specialist | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
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| 3 | Special Allowance | 44800 |
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| Sl. No | Name | Role | CTC in LPA |
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| 5 | Ranjith S D | Trainee Relationship Manager | 3 |
| 6 | Alam Nikesh | Trainee Relationship Manager | 3 |
| 7 | Amulya T C | Trainee Relationship Manager | 3 |
| 8 | Chejarla Venkata Vidya Sagar Reddy | Trainee Relationship Manager | 3 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Trainee Relationship Manager | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
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| 4 | Total Compensation | 300000 |

VII. Branding Executive

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|--------------------|------------|
| 1 | Bandee Vamsi Krishna | Branding Executive | 2.8 |
| 2 | Bhimesh | Branding Executive | 2.8 |
| 3 | Charchitha N Behura | Branding Executive | 2.8 |
| 4 | Kumar V | Branding Executive | 2.8 |
| 5 | Megha R | Branding Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Branding Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

We have reviewed their academic records, conducted thorough interviews, and are confident that they possess the necessary skills and qualities required to contribute to our company's success.

We will be sharing the individual offer letters for each of the selected candidates with copies marked to you.

We request you to kindly inform us about their examinations and the expected date they will be able to join our organization. We will plan their joining dates accordingly.

We would like to express our gratitude to you and your team for your cooperation and support throughout the recruitment process. It has been a pleasure working with your institution, and we hope to continue this partnership in the future.

Thank you once again for your valuable assistance.

Yours Sincerely,

For Bizotic Talent Solutions Private Limited

Ramyashree S



Ramyshree S
Head of Finance & Operations

11 April 2018

Hyderabad

Sneha Kanthak

Employment offer

Dear Sneha

Further to the interviews and discussions conducted as part of the campus hire drive, we are pleased to extend an offer of employment to you as **Associate Consultant**. If you choose to accept this offer prior to **13th April 2018**, we would like your start date to be **25th June 2018**, contingent upon the successful clearing of your background screening. The compensation and terms of employment are set forth below:

Your compensation will be INR **360000/-** per annum, (compensation structure given in Annexure I), less taxes and deductions as applicable by the Govt. of India for all required withholdings, and paid in accordance with the Company's normal payroll procedures. Your compensation will be paid on a monthly basis.

Our work culture is informal and we try to encourage self-motivated individuals. We will try and make every effort to ensure that you have an atmosphere that brings out the best in you. As a responsible employee, you would be required to work not less than 45 hours per week. As a company employee, you will be required to follow the corporate rules and policies. You may not disclose confidential company information to unauthorized third parties.

We have prepared a formal Employment Agreement for your review and acceptance which details the complete terms of your employment with Neudesic available in Annexure II. This letter and the Employment Agreement form the complete and exclusive statement of employment between you and the Company. These employment terms supersede any other agreements, understandings, promises, or communications, written or oral, by or on behalf of the Company. The terms and conditions of your employment will be in accordance with the Company's policies and procedures which you are required to peruse before joining.

If you choose to accept this offer of employment, please revert to our mail within 2 days confirming your acceptance. We hope you accept this offer and we look forward to working with you.

Sincerely,

Sharath Kumar Chetlur
Associate Director, Human Capital Management
Neudesic Technologies Private Limited

EMPLOYEE STATEMENT:

I agree with and accept the terms set forth in this letter.

Print Name

Signature

Date

Annexure – I

Compensation Details

Name: Sneha Kanthak
 Designation Associate Consultant
 Job Location Hyderabad / Bangalore / Kochi

| Indicative Compensation Structure | |
|---|-----------------|
| Compensation Component | CTC Details (₹) |
| Base Compensation | |
| Basic | 134452 |
| HRA | 53781 |
| Special Allowance | 68851 |
| Conveyance | 19200 |
| Monetary Benefits | |
| Medical Allowances | 15000 |
| Food Allowance (optional for tax exemption) | 26400 |
| LTA | 13445 |
| Insurance Benefits¹ | |
| Health Insurance ² | 5000 |
| Fixed Annual Compensation | 336129 |
| Retirement Benefits | |
| Employer PF Contribution | 17280 |
| Gratuity ³ | 6591 |
| CTC per annum | 360000 |

¹ You are also entitled to an insurance coverage of ₹10, 00,000 under Group personnel accidental policy, without any additional premium

² Employee and five dependents (at an additional premium) are entitled to an insurance coverage of 2, 00,000 on floater policy under Health Insurance.

³ Gratuity Provision is as per the provisions of the 'Payment of Gratuity Act, 1972' and Superannuation Provision is as per 'Employees Provident Funds and Miscellaneous Provisions Act, 1952'.

11 April 2018

Hyderabad

Sneha Kanthak

Employment offer

Dear Sneha

Further to the interviews and discussions conducted as part of the campus hire drive, we are pleased to extend an offer of employment to you as **Associate Consultant**. If you choose to accept this offer prior to **13th April 2018**, we would like your start date to be **25th June 2018**, contingent upon the successful clearing of your background screening. The compensation and terms of employment are set forth below:

Your compensation will be INR **360000/-** per annum, (compensation structure given in Annexure I), less taxes and deductions as applicable by the Govt. of India for all required withholdings, and paid in accordance with the Company's normal payroll procedures. Your compensation will be paid on a monthly basis.

Our work culture is informal and we try to encourage self-motivated individuals. We will try and make every effort to ensure that you have an atmosphere that brings out the best in you. As a responsible employee, you would be required to work not less than 45 hours per week. As a company employee, you will be required to follow the corporate rules and policies. You may not disclose confidential company information to unauthorized third parties.

We have prepared a formal Employment Agreement for your review and acceptance which details the complete terms of your employment with Neudesic available in Annexure II. This letter and the Employment Agreement form the complete and exclusive statement of employment between you and the Company. These employment terms supersede any other agreements, understandings, promises, or communications, written or oral, by or on behalf of the Company. The terms and conditions of your employment will be in accordance with the Company's policies and procedures which you are required to peruse before joining.

If you choose to accept this offer of employment, please revert to our mail within 2 days confirming your acceptance. We hope you accept this offer and we look forward to working with you.

Sincerely,

Sharath Kumar Chetlur
Associate Director, Human Capital Management
Neudesic Technologies Private Limited

EMPLOYEE STATEMENT:
I agree with and accept the terms set forth in this letter.

Print Name

Signature

Date

Annexure – I

Compensation Details

Name: Sneha Kanthak
 Designation: Associate Consultant
 Job Location: Hyderabad / Bangalore / Kochi

| Indicative Compensation Structure | |
|---|-----------------|
| Compensation Component | CTC Details (₹) |
| Base Compensation | |
| Basic | 134452 |
| HRA | 53781 |
| Special Allowance | 68851 |
| Conveyance | 19200 |
| Monetary Benefits | |
| Medical Allowances | 15000 |
| Food Allowance (optional for tax exemption) | 26400 |
| LTA | 13445 |
| Insurance Benefits¹ | |
| Health Insurance ² | 5000 |
| Fixed Annual Compensation | 336129 |
| Retirement Benefits | |
| Employer PF Contribution | 17280 |
| Gratuity ³ | 6591 |
| CTC per annum | 360000 |

¹ You are also entitled to an insurance coverage of ₹10, 00,000 under Group personnel accidental policy, without any additional premium

² Employee and five dependents (at an additional premium) are entitled to an insurance coverage of 2, 00,000 on floater policy under Health Insurance.

³ Gratuity Provision is as per the provisions of the 'Payment of Gratuity Act, 1972' and Superannuation Provision is as per 'Employees Provident Funds and Miscellaneous Provisions Act, 1952'.

2017-18 → 89



Extramarks Education India Private Limited

D-180, Sector-63, Noida, U.P. - 201301, India

Ph. : +91-120-4175300

Date : 08-Jan-2018

Name : Soma Krishna Kireeti

Location: Karnataka,

Address: Reva University, Kattigenahalli, Yelahanka, Bangalore-560063, Bangalore, Karnataka - 560063

Dear Soma Krishna Kireeti, EXTRA08062020106

Subject: Offer letter of employment as **Business Development Executive**.

With reference to your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company (CTC) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible as but not later than **27-Jan-2018**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

As the first step to joining, we would require you to kindly upload the following documents.

- Copies of Educational Certificates.
- Passport size photographs.
- Last payslip received from the previous employer.
- Clearance from previous employer.
- Address Proof.
- Identification Proof (PAN Card/Driving License/Voter ID/Passport Copy).
- PF documents (Form 11 & Form 2).
- Reference sheet form.
- Adherence to Anti-Corruption Policy.

The URL for the link is: <https://careers.extramarks.com/index/filldetail/refId/MjUINjUzMjI=>

You would also need to upload a scanned copy of this letter with your acceptance. In case you need any help or have any query, do let us know.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

You agree, acknowledge and authorize the Company to carry out necessary verification, background check on you (which may be carried out by a third party) from your institution, college, previous employer etc. Should the Company receive any negative feedback during such verification, background check, the Company shall be well within its right to withdraw/terminate this offer letter (including your appointment, if made) without any legal liability on the Company.

We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead!

Sincerely,

HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before **27-Jan-2018**

Accepted

Registered Office : 506, Surya Kiran Building, 19 K.G. Marg, Connaught Place, New Delhi - 110 001.

Ph. : +91-011-40392333 / Fax : +91-011-23733114/ CIN : U80900DL2015FTC283323 / www.extramarks.com

College/Institute Name: REVA UNIVERSITY
Bangalore

Date: 11/01/2018

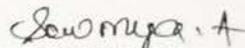
Subject: Expression of Interest - Campus

Dear Sowmya A.

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of ~~Op-operations~~ provided you successfully complete your graduation and fulfill other requirements. This letter is intended only as an overview of the potential offer from **Concentrix Daksh Services India Private Limited** (hereinafter, 'Concentrix'/'Company'). The detailed terms and conditions of employment will be contained in an Appointment letter (if any), which may be issued by the Company and may contain additional provisions to those herein.

1. Your initial place of work shall be at the company's discretion and can be at any Concentrix locations.
2. You will be required to bring the following documents at the time of joining: (i) the Original copy of this letter; (ii) the Originals and 2 set of photocopies of the documents mentioned in Mandatory Document Checklist.
3. This Expression of Interest shall remain valid for a period of 30 days from the date of your Final Examination. Considering the candidature beyond the 30 day period would be as per the requirement in the organization.

On submission of the above-mentioned documents, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining. If any information furnished by you in your application or during the selection process is found to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may withdraw this expression of interest without any notice. We encourage you to contact us at campusplacements@concentrix.com at least a week prior to your coming to our office.

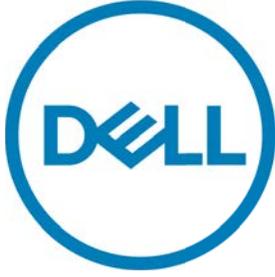

Signature of Candidate

CNX/REC/ART/AGHR/EOI/4.0

Concentrix Daksh Services India Private Limited

DLF SEZ, Building No. 14, Tower-C, 17th Floor, DLF Cyber City, DLF Phase-2, Gurgaon - 122 002, India
91 124 468 5100 • 91 124 426 5311 (fax)

Registered Address: R Cube, Suite Nos - 06 & 07, Lower Ground Floor Level, Shivaji Stadium Metro Station,
Airport Express Line, New Delhi - 110001, India
91 11 4701 6288



February 19, 2018

Spoorthy Venkataraju

Private & Confidential

Dear Spoorthy,

We are pleased to inform you that based on your application for a position for Software Engineer 1, and the subsequent interviews you had, you have been selected as Software Engineer 1 in career level Individual Contributor I5 of the Company. The job will be effective on or before 1 Aug, 2018. All other terms and conditions of your employment remain unchanged.

NOTE :

1. Kindly revert back on your offer acceptance within 2 working days to India_InternalMoveme@Dell.com
2. Please get back to us or your respective Talent Acquisition Representative if you have any clarifications.
3. The start date mentioned in this offer is tentative and dependent on the final date given by the manager. Actual transfer dates will be communicated by your manager/TA. Please get in touch with them for more information.

Orientation

A member of our Onboarding team or Talent Acquisition team will be in contact with you prior to your joining date to assist you with your onboarding experience.

Core Business Hours

Your working hours shall be the number of hours as the Company may from time to time deem appropriate and as may be necessary to achieve the purposes of the Company (inclusive of a lunch break). Please take note that certain functions such as Sales, Technical Support, Manufacturing, Information Services require staggered/shift hours.



Compensation

We are pleased to offer you a compensation package consisting of the following element(s):

Base Salary, of 895,063.00 INR per annum.

Base salary is comprised of Basic and Basket of allowances. Basic is 358,025.20 INR Annual. Basket is 537,037.80 INR Annual.

*The Basket of Allowances includes components such as HRA, Medical Reimbursement, LTA and Conveyance. You may be eligible for all the allowances or a combination of them, depending on other factors including your job grade. Please contact HR Staffing for further details regarding the components you are eligible for and the limits there under that are applicable to you.

Retirals

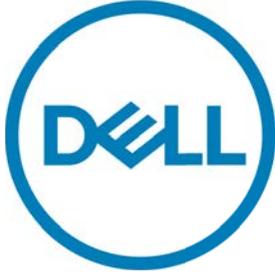
Retirals is comprised of PF and Gratuity. PF is 12% Annual of Basic. Gratuity is 4.81% Annual of Basic.

***Gratuity: Payment of Gratuity would be as per the criteria set out in the Payment of Gratuity Act

****PF contribution: If your basic salary is less than INR 15000 per month, then for the purpose of PF computation and contribution, the sum total of basic salary, conveyance and undeclared portion of the basket of allowances (BOA) will be considered up to the extent of INR 15,000 per month.

Illustration: If your monthly basic salary in the salary table above is INR 6000, conveyance is INR 800 and your undeclared BOA is INR 2,000, then PF = 12% of 8800 which amounts to 1056. Employer and Employee contribution to PF will be 1056.

You will be entitled to all employee benefits including benefits through Employee Welfare Fund which is a contributory fund in which you will be a member of. There will be a standard deduction of Rs 200/- per month or such other amounts as decided from time to time towards contribution to the Employee Welfare Fund.



Incentive Bonus Plan

You will be eligible for an annual bonus of 5% of your base salary on terms that may vary, depending upon the Company's financial results and attainment of strategic corporate initiatives. You will be eligible to participate in the bonus program on a pro-rated basis, calculated from your start date. The Company reserves the right to vary the terms and amount of your bonus, depending upon your performance, the company's financial results and attainment of strategic corporate initiatives. The terms of the Bonus Plan are subject to annual re-evaluation and modification by the Company. The bonus is paid after the end of Dell's fiscal year. You must be actively employed at time of payment in order to earn and receive the bonus.

Total Target Cash will be 939,816.15 INR plus Retirals per annum.

Your salary will be paid each month via Electronic Funds Transfer to the bank account nominated by you. We will advise you of the relevant date of payment.

Benefits

The Company offers a variety of benefits to assist you and your family. You will enjoy all benefits in accordance with the Company's prevailing policy and practice. A summary of these benefits will be made available for your access after onboarding. The Company reserves the right, at its absolute discretion, to vary or amend the terms of any benefit or existing benefit policy offered in accordance with applicable local law.

Notice Period and Termination

During the probationary period, your employment may be terminated by either party at any time by giving to the other party written notice of not less than **30 days** or salary in lieu thereof at the sole discretion of the Company.

Upon satisfactory completion of probation, your employment may be terminated by either party at any time by giving to the other party 60 days written notice prior to the termination date or salary in lieu at the sole discretion of the Company.



Notwithstanding the above, the Company reserves the right at all times to terminate your employment (including employment during your probationary period) forthwith without notice or payment in lieu of notice if you are involved in gross negligence, misrepresentation, serious misconduct, a breach of any Dell policy including but not limited to the Code of Conduct; or commit any act of fraud or dishonesty or any criminal offense. In such an event, without prejudice to the Company's rights at law and/or under other provisions of this letter, the Company shall pay only salary earned by you up to the date of termination.

In the event of termination of services, you agree and authorize the Company to offset payment of any pro-rated allowance advances, and any other sums due to the Company to the extent permitted by law, against salary due and to withhold amounts that may be required by the relevant authorities. You will also be required to promptly deliver to Dell all originals and copies of materials, documents and property of Dell which are in your possession or control.

Restraint:

In addition, for a period of one year after termination of employment with the Company, you shall not approach or communicate with any customers of the Company, nor solicit or endeavor to take away from the Company, the business or any customers or clients of the Company. You further agree not to, for a period of [one year] after termination of employment with the Company, approach any employee of the Company or communicate with any employee of the Company with the effect of enticing, or attempting to entice any employee away from the Company.

Code of Conduct

The company's Code of Conduct sets out the standards of business conduct to which all employees are expected to adhere. At Dell we take our Code of Conduct very seriously in order to maintain the highest possible standard of ethics. Failure to adhere to the Code of Conduct is a disciplinary offence and may result in dismissal. A copy of the Code of Conduct shall be given to you in your Employee Orientation Program on joining. If you require a copy of any of the company's Code of Conduct before signing your Letter of Offer and these Terms and Conditions please contact your Recruiter (i.e. signatory on your Letter of Offer).

You should comply with the legal requirements of each country in which the Company conducts business and shall employ the highest ethical standards in your dealings. Use of any company assets for unlawful purposes is strictly prohibited.



In the event of you working in the premises of any other Company you shall comply with all Regulations and Codes of Conduct and legislative restrictions and requirements applicable in the workplace of any Company that you may be assigned to. Any breach of such legislation, Regulations or Codes of Conduct shall be deemed a serious breach of discipline and may result in dismissal.

Data Protection

will obtain, hold and use personal data relating to you in the context of your employment, including, but not limited, your name, number, cost centre, address, emergency contact details (e.g. home telephone number), educational details/history/qualifications and employment history, proof of right to work, any director or officer posts held, outcomes of any pre-employment screening, salary information including details on commissions bonuses and profit share, pension, stock option rights and details related thereto as well as additional benefit details, job description, job level, job grade, performance plans and performance rating details including sales and margin targets and achievements, Individual Work history.

The purposes of such processing are to administer and manage the employment relationship we have with you, and may include disaster recovery data duplication, administering and maintaining personnel records (includes sickness and other absence records), assessing fitness for work, paying and reviewing salary, bonus, profit share and other benefits (if any), providing and administering benefits such as pension, stock purchase and stock option programmes, life, health and medical insurance, analysing sales and sales related activity, career and succession planning, performance appraisals and reviews, employee development and training, resources and skills allocation, regulatory and legal compliance, carrying out activities related to compliance with the company's policies and procedures, providing references and information to future employers, governmental and regulatory agencies (includes tax, social security authorities) in a take-over or merger, providing information to a future purchaser or potential purchaser of or any part of 's business or a potential or future service provider as part of due diligence. You hereby consent to such data processing by , any other . company or any third party charged with providing services, information or benefits related to the employment and you further consent to transfer of data to a company or third party even if such company or third party is situated outside India in a country which does not offer a level of data protection compared to the level applied in India. will put in place adequate safeguards with such third parties to ensure an adequate level of data protection.



Confidentiality Obligation

You will not use, publish, misappropriate or disclose any "Confidential or Proprietary Information", during or after your employment, except as required in the performance of your assignment for the Company or as authorized in writing by the Company. Such Information shall include what you learn or originate during your employment which is not available or readily ascertainable from public sources, and includes such information disclosed by others in confidence to the Company. If in doubt, you will promptly consult your supervisor. Confidential and Proprietary Information includes, but is not necessarily limited to, the information described in sub-paragraphs below.

- a) Computer products, Company processes and device strategies planned or under development, including device specifications, system architecture, logic designs, circuit implementations and plans for unannounced and announced products;
- b) Software products in use, planned or under development, including operating systems adaptations or enhancements, language compilers, interpreters and translators, system design and evaluation tools, and application programs;
- c) Information relating to Company employees; actual and anticipated relationships between the Company and other companies; sales levels, profit levels, pricing and other unpublished financial data; and budget, staffing, compensation, equipment and related plans;
- d) Information relating to the Company's customer and vendor relationships. This includes performance requirements, development and delivery schedules, device and product pricing and quantities, and other information communicated to the Company by customers or vendors.

You will not use in your work or disclose to the Company any confidential or proprietary information of a third party unless the Company first receives written authorization from the third party allowing the use or disclosure of such information and unless the Company agrees in writing to receive such information on terms acceptable to the Company. You will abide by the restrictions imposed on the disclosure and use of such third party information.



You acknowledge that a violation of the provisions of this Agreement dealing with Confidential and Proprietary Information and Intellectual property may cause significant harm to the Company and that remedies at law may be inadequate to protect against a breach of such provisions. Accordingly, you agree that the Company shall be entitled, in addition to any other relief available to it, to the granting of injunctive relief without proof of actual damages or the requirement to establish the inadequacy of any of the other remedies available to it. You agree not to assert any defense in proceedings regarding the granting of any injunction or specific performance based on the availability to the Company of any other remedy.

For a period of one (1) year after leaving the Company's employment, you will give written notice to the new employer of your obligations regarding Intellectual Property, Confidential and Proprietary Information. For a period of one (1) year after termination of this Contract for whatever cause, you shall not solicit or endeavor to take away from the Company the business of any customers or clients of the Company.

Intellectual Property and Copyright

While you are an employee of the Company, you will promptly disclose to the Company, all Intellectual Property developed by you, solely or jointly with others, in the course of your employment. Intellectual Property includes each discovery, idea, improvement, or invention you create, conceive, develop or discover, alone or with others, which relates to the Company's business or results from the use of the Company's equipment, supplies, facilities, or information. All Intellectual Property, in whatever form, is the Company's property. You will assign to and agree to assign to the Company and its nominees, without additional compensation, all of your worldwide and perpetual rights in Intellectual Property. You will assist the Company in all ways, including giving evidence and executing any documents deemed helpful or necessary by the Company to establish, perfect, and register worldwide, at the Company's expense, such rights in Intellectual Property. You will not do anything in conflict with the Company's rights in Intellectual Property and will cooperate fully to protect Intellectual Property against misappropriation or infringement by third parties. If you come across any cases of infringement of the rights of the Company in its Intellectual Property, you will promptly notify the Company of such infringement and assist the Company in all ways to protect its Intellectual Property.

You hereby agree that the Company will be the copyright owner in all works of every kind and description created or developed by you, solely or jointly with others, in connection with any employment with the Company. If requested to, and at no further expense to the Company, you will execute in writing any acknowledgments or assignments of copyright ownership of such Copyrightable Works as may be appropriate for preservation of the worldwide and perpetual ownership in the Company and its nominees of such copyrights.



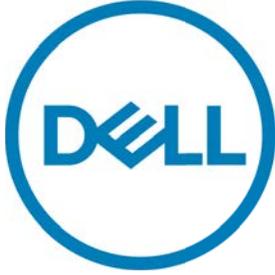
You further agree that the Company may use your name, voice, picture or likeness in the Company's advertising, training advertisement and other materials without payment or separate compensation to you both during and following your employment with the Company.

On the date your employment with the Company ends, you will promptly deliver to a designated representative of the Company all originals and copies of all materials, documents and property of the Company which are in your possession or control. You will also cooperate in conducting exit interviews with a designated representative of the Company. The purpose of the exit interviews will be to review confidential and proprietary information known or possessed by you and to confirm the Company's rights regarding non-solicitation, the protection of the confidential and proprietary information and the disclosure to the Company and its ownership of intellectual property.

Export Compliance

You will not export or otherwise transfer out of India or release to any person, Controlled Technology or Software, during or after employment with the Company, except as authorized in writing by the Company. Controlled Technology or Software is technology or software controlled under the U.S. Export Administration Regulations and includes, but is not limited to:

- Confidential and Proprietary Information of the type described in paragraph 4(a) above, to the extent that such information is not otherwise publicly available;
- Technical information of , its affiliates, its customers or other third parties that is in use, planned, or under development, such as but not limited to: manufacturing and/or research processes or strategies (including design rules, device characteristics, process flow, manufacturing capabilities and yields); computer product, process and/or devices (including device specification, system architectures, logic designs, circuit implementations); software product (including operating system adaptations or enhancements, language compilers, interpreters, translators, design and evaluation tools, and application programs); and any other databases, methods, know-how, formulae, compositions, technological data, technological prototypes, processes, discoveries, machines, inventions, and similar items;
- Information relating to future plans of , its affiliates, its customers and other third parties, such as but not limited to: marketing strategies; new product research pending projects and proposals; proprietary production processes; research and development strategies; and similar items.
- Release includes disclosure to any person, oral exchange, and application to situations abroad of personal knowledge or technical experience. If you have any doubts regarding whether particular information is Controlled Technology or Software, please consult your manager, 's Legal Department, or 's Export Compliance Organization.



Training: The Company may also send you abroad for the purpose of specific skills training relevant to your employment with the Company. If your employment with the Company ends for any reason within the first twelve (12) months of you being sent abroad for specific skills training, you will repay to the Company, all of the costs paid to you or incurred on your behalf for this training.

The company reserves the right to review the skills required to perform the job, and may introduce new trainings and certifications needed to impart the new skills and ways to measure the same. You shall undergo such trainings and certifications when needed and continue to successfully upgrade your skills and capabilities needed to perform the job effectively at expected levels.

Recovery of dues: In the event of any financial recovery to be made from you, the Company shall also be entitled to offset payment of any prorated allowance advances against salary due and to withhold amounts that may be required by relevant authorities. These repayment obligations cannot be waived except by a written communication by the Company.

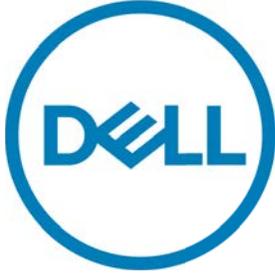
Secondary employment and outside business ventures: While in the employment of the Company, you shall not undertake employment with any other Company on a temporary or part-time basis or offer your services with or without pay to any person, legal entity or public authority or to be occupied in your own business without the prior written consent of the Company.

Correctness of Information: This appointment is based on the information supplied by you in your application for employment. This appointment will be treated as "null and void" if any material error, in the management opinion, is discovered and/or due to non-disclosure of relevant information about you, to the company.

Service rules: For all other matters, not specified herein, you shall be governed by the company's policies, conditions of service, service rules and amendments made and communicated from time to time.

Regards,

Debaprasad Dutta
Sr. Manager, Talent Acquisition



Confirmation of Acceptance

I, Spoorthy Venkataraju, confirm that I have read, understood and accept the terms and conditions of employment with Dell. I authorize the Company to make deductions from my wages pursuant to clause "remuneration" of this agreement.

I confirm that I will commence employment with Dell on 1 Aug, 2018.

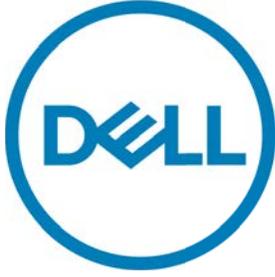
Spoorthy Venkataraju

Date

We have partnered with a vendor to enable you to review and accept employment related documents electronically in an efficient, secure and protected manner. The documents are encrypted. Your electronic signature cannot be changed once signed. You will be able to print out full copies of your signed documentation for your records. Within each document, the system will guide you to all relevant sections which need to be completed and signed.

By signing electronically, you acknowledge and agree that an electronic signature by you will have the same force and effect as your original handwritten signature.

Electronic is our preferred, and most efficient, method for managing the documentation. However, if you prefer, you can print and sign all of the documents, and scan and email the originals to Manish Kumar / Manish.Kumarsinha@dell.com. If you need to return the documentation in a different manner, please let your recruiter know.



Annexure

Relocation Entitlement

You will be offered a Relocation amount of Indian Rupee (INR) 60,000.00 that will be paid out as part of your first months' salary. The terms and conditions of the Relocation amount are detailed in Annexure of this offer letter.

You will separately receive details regarding your relocation benefits, procedures, and service providers. Your relocation expenses must be completed and submitted within three months from your date of hire .

The Company will reimburse for your relocation expenses as per the Company relocation policy applicable for employees relocating within India. The relocation assistance is not automatic. It should have been discussed and agreed upon during the HR interview. This package is applicable only to those candidates who are relocating from current location to another, at the request of the Company, and should be claimed within 90 days of joining.

If my employment ends within the first 12 months of the hire date*, either due to my resignation (regardless of the reason) or because terminates the employment for cause (as determined by at its sole discretion), I will repay to , depending on my length of service, all or part of the sign-on bonus or relocation paid to me (as per the calculation at the end of the sheet).

The Relocation Entitlement include payments may have made to me or on behalf of me for temporary accommodation, travel, household goods movement, vehicle taxes, school admission support, food and laundry (during the first 2 weeks of using temporary accommodation), car hire (during the first 2 weeks of my start date) and all costs towards exploratory visits. The Relocation Entitlement can be recovered from any monies owed to me by . In case I get transferred more than once in a year and if there is a recovery required then only the expenses from the most recent relocation will be recovered. The relocation expenses prior to the recent relocation will not be considered for recovery even if it falls within a year. The records/ statement available in the accounts records shall form the basis of the quantification of the relocation expenses and the same is final.

Spoorthy Venkataraju

Date



February 19, 2018

Spoorthy Venkataraju

Private & Confidential

Dear Spoorthy,

We are pleased to inform you that based on your application for a position for Software Engineer 1, and the subsequent interviews you had, you have been selected as Software Engineer 1 in career level Individual Contributor I5 of the Company. The job will be effective on or before 1 Aug, 2018. All other terms and conditions of your employment remain unchanged.

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We are pleased to offer you a compensation package consisting of the following element(s):

Base Salary, of 895,063.00 INR per annum.

Base salary is comprised of Basic and Basket of allowances. Basic is 358,025.20 INR Annual. Basket is 537,037.80 INR Annual.

*The Basket of Allowances includes components such as HRA, Medical Reimbursement, LTA and Conveyance. You may be eligible for all the allowances or a combination of them, depending on other factors including your job grade. Please contact HR Staffing for further details regarding the components you are eligible for and the limits there under that are applicable to you.

Retirals

Retirals is comprised of PF and Gratuity. PF is 12% Annual of Basic. Gratuity is 4.81% Annual of Basic.

***Gratuity: Payment of Gratuity would be as per the criteria set out in the Payment of Gratuity Act

****PF contribution: If your basic salary is less than INR 15000 per month, then for the purpose of PF computation and contribution, the sum total of basic salary, conveyance and undeclared portion of the basket of allowances (BOA) will be considered up to the extent of INR 15,000 per month.

Illustration: If your monthly basic salary in the salary table above is INR 6000, conveyance is INR 800 and your undeclared BOA is INR 2,000, then PF = 12% of 8800 which amounts to 1056. Employer and Employee contribution to PF will be 1056.

You will be entitled to all employee benefits including benefits through Employee Welfare Fund which is a contributory fund in which you will be a member of. There will be a standard deduction of Rs 200/- per month or such other amounts as decided from time to time towards contribution to the Employee Welfare Fund.

Date – September 19, 2017

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block,
Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-49139999
[http://www-
07.ibm.com/in/careers/](http://www-07.ibm.com/in/careers/)

Dear Sriram Ramaswamy,

Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works.

We are very pleased to provide this Expression of Interest, which reiterates our intention to hire you, subject to successful completion of our normal pre-recruitment processes (including a background check & pre screening, if applicable). After you provide other information, supporting documents and successfully meet our requirements, we propose to issue a Formal Offer Letter to you.

Please note this Expression of Interest is neither an offer nor a legally binding contract of employment.

The Expression of Interest shall remain valid until the earlier of date of the Formal Offer Letter or nine months hereinafter.

If any information supplied by you in your application or during the selection process is found to be unsatisfactory, incorrect or false and/or if you suppress material information regarding your qualifications and experience, IBM reserves the right to revoke this Expression of Interest without notice. IBM's decision in this respect shall be final.

The terms of Expression of Interest are strictly between you and IBM. Please treat this information as personal and confidential.

We look forward to the opportunity to work with you and hope to convert this Expression of Interest into a formal employment relationship between you and IBM upon the successful completion of all pre-recruitment procedures.

Sincerely,



Rohit K Vohra
Recruitment Leader
India/SA

CSE

Date - September 19, 2017

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block,
Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

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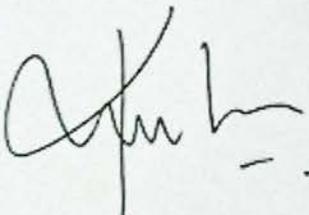
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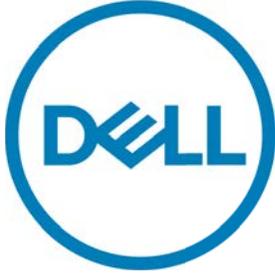
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Sincerely,



Rohit K Vohra
Recruitment Leader
India/SA



May 23, 2018

Srishma. HS
#82A 1st Cross, Nirathara Layout,
Kattigenahalli, Baglur Road,
Yelahanka, Bangalore 560063
India

Private & Confidential

Dear Srishma.,

Congratulations, and welcome to Dell!

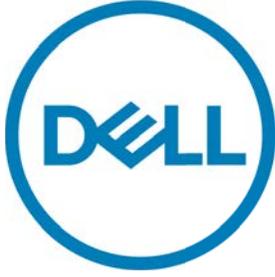
We are pleased to extend our offer of employment to Srishma. HS (employee hereafter "you/your") with EMC INDIA S/W & SERV PVT ("the Company") conditional on the successful completion of the Company's Background Checks, and subject to the attainment of work permit, employment pass or employment visas, as may be applicable.

Your title will be Associate Sales Engineer Analyst at career level Individual Contributor I5, reporting to Poorna Prashanth (1008567), Manager 2, Sales Engineer Analyst. Your start date is June 18, 2018. You will be based at our offices in Bangalore, India.

You are requested to submit all Background Check documents within three (3) days of offer letter acceptance. Any delay in providing the same may lead to extension of your date of joining which will be intimated to you through e-mail. Timely submission of Background Check documents is hence emphasized.

Orientation

A member of our Onboarding team or Talent Acquisition team will be in contact with you prior to your joining date to assist you with your onboarding experience.



Core Business Hours

Your working hours shall be the number of hours as the Company may from time to time deem appropriate and as may be necessary to achieve the purposes of the Company (inclusive of a lunch break). Please take note that certain functions such as Sales, Technical Support, Manufacturing, Information Services require staggered/shift hours.

Place of Work

Your usual place of work will be at Bangalore, India. However, the company reserves the right at its discretion, and by this contract you hereby agree, to change your place to work, either on a temporary or permanent basis, to any other place where it now conducts or at some future date, may conduct its business or part of its business. Except at the discretion of the Company you will not be compensated or reimbursed for the costs involved in such relocation. You may be required to work at or from any office, branch or location of the Company or any client of the Company, as the need arises, which you agree to do so. In the event of you working in the premises of any other Company you shall comply with all Regulations and Codes of Conduct and legislative restrictions and requirements applicable in the workplace of any Company that you may be assigned to. Any breach of such legislation, Regulations or Codes of Conduct shall be deemed a serious breach of discipline and may result in dismissal.

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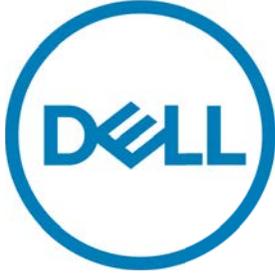
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You will be entitled to all employee benefits including benefits through Employee Welfare Fund which is a contributory fund in which you will be a member of. There will be a standard deduction of Rs 200/- per month or such other amounts as decided from time to time towards contribution to the Employee Welfare Fund.

Incentive Bonus Plan

You will be eligible for an annual bonus of 5% of your base salary on terms that may vary, depending upon the Company's financial results and attainment of strategic corporate initiatives. You will be eligible to participate in the bonus program on a pro-rated basis, calculated from your start date. The Company reserves the right to vary the terms and amount of your bonus, depending upon your performance, the company's financial results and attainment of strategic corporate initiatives. The terms of the Bonus Plan are subject to annual re-evaluation and modification by the Company. The bonus is paid after the end of the Company's fiscal year. You must be actively employed at time of payment in order to earn and receive the bonus.

Total Target Cash will be INR504,000.00 plus Retirals per annum.

Your salary will be paid each **month** via Electronic Funds Transfer to the bank account nominated by you. We will advise you of the relevant date of payment.



Benefits

The Company offers a variety of benefits to assist you and your family. You will enjoy all benefits in accordance with the Company's prevailing policy and practice. A summary of these benefits will be made available for your access after onboarding. The Company reserves the right, at its absolute discretion, to vary or amend the terms of any benefit or existing benefit policy offered in accordance with applicable local law.

Probation

Your first 6 **months** of service will be of a probationary nature. The Company may waive or reduce the probation period at its discretion. You are deemed to have successfully completed your probationary period after 6 months unless otherwise informed in writing by the Company. For a person whose immediate previous employment is with any of the Dell group of companies, this clause shall not be applicable.

Notice Period and Termination

During the probationary period, your employment may be terminated by either party at any time by giving to the other party written notice of not less than 30 **days** or salary in lieu thereof at the sole discretion of the Company.

Upon satisfactory completion of probation, your employment may be terminated by either party at any time by giving to the other party **60days** written notice prior to the termination date or salary in lieu at the sole discretion of the Company.

Notwithstanding the above, the Company reserves the right at all times to terminate your employment (including employment during your probationary period) forthwith without notice or payment in lieu of notice if you are involved in gross negligence, misrepresentation, serious misconduct, a breach of any Dell policy including but not limited to the Code of Conduct; or commit any act of fraud or dishonesty or any criminal offense. In such an event, without prejudice to the Company's rights at law and/or under other provisions of this letter, the Company shall pay only salary earned by you up to the date of termination.



In the event of termination of services, you agree and authorize the Company to offset payment of any pro-rated allowance advances, and any other sums due to the Company to the extent permitted by law, against salary due and to withhold amounts that may be required by the relevant authorities. You will also be required to promptly deliver to Dell all originals and copies of materials, documents and property of Dell which are in your possession or control.

Restraint:

In addition, for a period of one year after termination of employment with the Company, you shall not approach or communicate with any customers of the Company, nor solicit or endeavor to take away from the Company, the business or any customers or clients of the Company. You further agree not to, for a period of [one year] after termination of employment with the Company, approach any employee of the Company or communicate with any employee of the Company with the effect of enticing, or attempting to entice any employee away from the Company.

Code of Conduct

The company's Code of Conduct sets out the standards of business conduct to which all employees are expected to adhere. We take our Code of Conduct very seriously in order to maintain the highest possible standard of ethics. Failure to adhere to the Code of Conduct is a disciplinary offence and may result in dismissal. A copy of the Code of Conduct shall be given to you in your Employee Orientation Program on joining. If you require a copy of any of the company's Code of Conduct before signing this employment contract please contact your Recruiter (i.e. signatory on this employment contract).

You should comply with the legal requirements of each country in which the Company conducts business and shall employ the highest ethical standards in your dealings. Use of any company assets for unlawful purposes is strictly prohibited.

In the event of you working in the premises of any other Company you shall comply with all Regulations and Codes of Conduct and legislative restrictions and requirements applicable in the workplace of any Company that you may be assigned to. Any breach of such legislation, Regulations or Codes of Conduct shall be deemed a serious breach of discipline and may result in dismissal.



Data Protection

will obtain, hold and use personal data relating to you in the context of your employment, including, but not limited, your name, number, cost centre, address, emergency contact details (e.g. home telephone number), educational details/history/qualifications and employment history, proof of right to work, any director or officer posts held, outcomes of any pre-employment screening, salary information including details on commissions bonuses and profit share, pension, stock option rights and details related thereto as well as additional benefit details, job description, job level, job grade, performance plans and performance rating details including sales and margin targets and achievements, Individual Work history.

The purposes of such processing are to administer and manage the employment relationship we have with you, and may include disaster recovery data duplication, administering and maintaining personnel records (includes sickness and other absence records), assessing fitness for work, paying and reviewing salary, bonus, profit share and other benefits (if any), providing and administering benefits such as pension, stock purchase and stock option programmes, life, health and medical insurance, analysing sales and sales related activity, career and succession planning, performance appraisals and reviews, employee development and training, resources and skills allocation, regulatory and legal compliance, carrying out activities related to compliance with the company's policies and procedures, providing references and information to future employers, governmental and regulatory agencies (includes tax, social security authorities) in a take-over or merger, providing information to a future purchaser or potential purchaser of or any part of 's business or a potential or future service provider as part of due diligence. You hereby consent to such data processing by , any other . company or any third party charged with providing services, information or benefits related to the employment and you further consent to transfer of data to a company or third party even if such company or third party is situated outside India in a country which does not offer a level of data protection compared to the level applied in India. will put in place adequate safeguards with such third parties to ensure an adequate level of data protection.

Confidentiality Obligation

You will not use, publish, misappropriate or disclose any "Confidential or Proprietary Information", during or after your employment, except as required in the performance of your assignment for the Company or as authorized in writing by the Company. Such Information shall include what you learn or originate during your employment which is not available or readily ascertainable from public sources, and includes such information disclosed by others in confidence to the Company. If in doubt, you will promptly consult your supervisor. Confidential and Proprietary Information includes, but is not necessarily limited to, the information described in sub-paragraphs below.



- a) Computer products, Company processes and device strategies planned or under development, including device specifications, system architecture, logic designs, circuit implementations and plans for unannounced and announced products;
- b) Software products in use, planned or under development, including operating systems adaptations or enhancements, language compilers, interpreters and translators, system design and evaluation tools, and application programs;
- c) Information relating to Company employees; actual and anticipated relationships between the Company and other companies; sales levels, profit levels, pricing and other unpublished financial data; and budget, staffing, compensation, equipment and related plans;
- d) Information relating to the Company's customer and vendor relationships. This includes performance requirements, development and delivery schedules, device and product pricing and quantities, and other information communicated to the Company by customers or vendors.

You will not use in your work or disclose to the Company any confidential or proprietary information of a third party unless the Company first receives written authorization from the third party allowing the use or disclosure of such information and unless the Company agrees in writing to receive such information on terms acceptable to the Company. You will abide by the restrictions imposed on the disclosure and use of such third party information.

You acknowledge that a violation of the provisions of this Agreement dealing with Confidential and Proprietary Information and Intellectual property may cause significant harm to the Company and that remedies at law may be inadequate to protect against a breach of such provisions. Accordingly, you agree that the Company shall be entitled, in addition to any other relief available to it, to the granting of injunctive relief without proof of actual damages or the requirement to establish the inadequacy of any of the other remedies available to it. You agree not to assert any defense in proceedings regarding the granting of any injunction or specific performance based on the availability to the Company of any other remedy.

For a period of one (1) year after leaving the Company's employment, you will give written notice to the new employer of your obligations regarding Intellectual Property, Confidential and Proprietary Information. For a period of one (1) year after termination of this Contract for whatever cause, you shall not solicit or endeavor to take away from the Company the business of any customers or clients of the Company.



Intellectual Property and Copyright

While you are an employee of the Company, you will promptly disclose to the Company, all Intellectual Property developed by you, solely or jointly with others, in the course of your employment. Intellectual Property includes each discovery, idea, improvement, or invention you create, conceive, develop or discover, alone or with others, which relates to the Company's business or results from the use of the Company's equipment, supplies, facilities, or information. All Intellectual Property, in whatever form, is the Company's property. You will assign to and agree to assign to the Company and its nominees, without additional compensation, all of your worldwide and perpetual rights in Intellectual Property. You will assist the Company in all ways, including giving evidence and executing any documents deemed helpful or necessary by the Company to establish, perfect, and register worldwide, at the Company's expense, such rights in Intellectual Property. You will not do anything in conflict with the Company's rights in Intellectual Property and will cooperate fully to protect Intellectual Property against misappropriation or infringement by third parties. If you come across any cases of infringement of the rights of the Company in its Intellectual Property, you will promptly notify the Company of such infringement and assist the Company in all ways to protect its Intellectual Property.

You hereby agree that the Company will be the copyright owner in all works of every kind and description created or developed by you, solely or jointly with others, in connection with any employment with the Company. If requested to, and at no further expense to the Company, you will execute in writing any acknowledgments or assignments of copyright ownership of such Copyrightable Works as may be appropriate for preservation of the worldwide and perpetual ownership in the Company and its nominees of such copyrights.

You further agree that the Company may use your name, voice, picture or likeness in the Company's advertising, training advertisement and other materials without payment or separate compensation to you both during and following your employment with the Company.

On the date your employment with the Company ends, you will promptly deliver to a designated representative of the Company all originals and copies of all materials, documents and property of the Company which are in your possession or control. You will also cooperate in conducting exit interviews with a designated representative of the Company. The purpose of the exit interviews will be to review confidential and proprietary information known or possessed by you and to confirm the Company's rights regarding non-solicitation, the protection of the confidential and proprietary information and the disclosure to the Company and its ownership of intellectual property.



Export Compliance

You will not export or otherwise transfer out of India or release to any person, Controlled Technology or Software, during or after employment with the Company, except as authorized in writing by the Company. Controlled Technology or Software is technology or software controlled under the U.S. Export Administration Regulations and includes, but is not limited to:

- Confidential and Proprietary Information of the type described in paragraph 4(a) above, to the extent that such information is not otherwise publicly available;
- Technical information of , its affiliates, its customers or other third parties that is in use, planned, or under development, such as but not limited to: manufacturing and/or research processes or strategies (including design rules, device characteristics, process flow, manufacturing capabilities and yields); computer product, process and/or devices (including device specification, system architectures, logic designs, circuit implementations); software product (including operating system adaptations or enhancements, language compilers, interpreters, translators, design and evaluation tools, and application programs); and any other databases, methods, know-how, formulae, compositions, technological data, technological prototypes, processes, discoveries, machines, inventions, and similar items;
- Information relating to future plans of , its affiliates, its customers and other third parties, such as but not limited to: marketing strategies; new product research pending projects and proposals; proprietary production processes; research and development strategies; and similar items.
- Release includes disclosure to any person, oral exchange, and application to situations abroad of personal knowledge or technical experience. If you have any doubts regarding whether particular information is Controlled Technology or Software, please consult your manager, 's Legal Department, or 's Export Compliance Organization.

Training: The Company may also send you abroad for the purpose of specific skills training relevant to your employment with the Company. If your employment with the Company ends for any reason within the first twelve (12) months of you being sent abroad for specific skills training, you will repay to the Company, all of the costs paid to you or incurred on your behalf for this training.

The company reserves the right to review the skills required to perform the job, and may introduce new trainings and certifications needed to impart the new skills and ways to measure the same. You shall undergo such trainings and certifications when needed and continue to successfully upgrade your skills and capabilities needed to perform the job effectively at expected levels.

Recovery of dues: In the event of any financial recovery to be made from you, the Company shall also be entitled to offset payment of any prorated allowance advances against salary due and to withhold amounts that may be required by relevant authorities. These repayment obligations cannot be waived except by a written communication by the Company.



Secondary employment and outside business ventures: While in the employment of the Company, you shall not undertake employment with any other Company on a temporary or part-time basis or offer your services with or without pay to any person, legal entity or public authority or to be occupied in your own business without the prior written consent of the Company.

Correctness of Information: This appointment is based on the information supplied by you in your application for employment. This appointment will be treated as "null and void" if any material error, in the management opinion, is discovered and/or due to non-disclosure of relevant information about you, to the company.

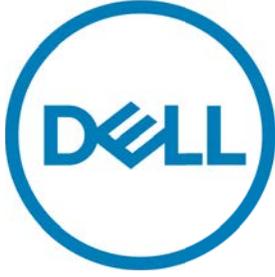
Service rules: For all other matters, not specified herein, you shall be governed by the company's policies, conditions of service, service rules and amendments made and communicated from time to time.

Retirement

You shall retire on the attainment of sixty two (62) years unless specifically communicated by the company in writing to continue in service beyond this age.

Regards,

Gangadhar Salimath,
Sr Manager, Talent Acquisition



Confirmation of Acceptance

I, Srishma. HS, confirm that I have read, understood and accept the terms and conditions of employment with Dell. I authorize the Company to make deductions from my wages pursuant to clause "remuneration" of this agreement.

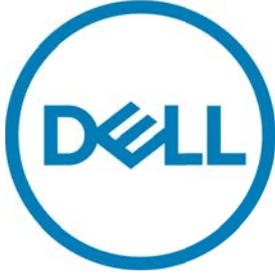
I confirm that I will commence employment with Dell on 18 Jun, 2018.

Srishma. HS

Date

We have partnered with a vendor to enable you to review and accept employment related documents electronically in an efficient, secure and protected manner. The documents are encrypted. Your electronic signature cannot be changed once signed. You will be able to print out full copies of your signed documentation for your records. Within each document, the system will guide you to all relevant sections which need to be completed and signed.

Electronic is our preferred, and most efficient, method for managing the documentation. However, if you prefer, you can print and sign all of the documents, and scan and email the originals to Lovely Faith / Lovely.Faith@Dellteam.com. If you need to return the documentation in a different manner, please let your recruiter know.



Annexure

Notice Period Buyout

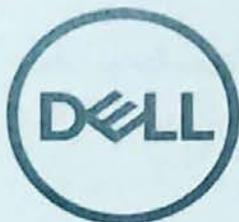
The Company will pay for your Notice pay recovery if any, as agreed during the HR interview. If my employment ends within the first 12 months of my hire date*, either due to my resignation (regardless of the reason) or because terminates the employment for cause (as determined by at its sole discretion), I will be required to repay to the entire notice period that has been bought out by at the time of my joining. Gross up on notice period buyout will be done on a case to case basis depending on the tax treatment availed in the previous employment/s. You need to submit the necessary document in support of Notice Period Buyout claim.

*** Hire Date shall mean the date of transfer in case of current employees who have opted for a personal transfer and the date of joining in case of new hires.**

I agree that the repayment amount for any of the categories as detailed above will become fully due and payable upon my termination of employment. I hereby authorize , to the full extent allowed by law, to deduct the repayment amount for any of the categories as detailed above from any monies owed to me by , including, but not limited to: wages, final paycheck, reimbursement for expenses, payment for unused benefits, refunds of contributions to benefit plans or programs, and/or any other sums payable to me by .

Srishma. HS

Date:



May 23, 2018

Srishma. HS
#82A 1st Cross, Nirathara Layout,
Kattigenahalli, Baglur Road,
Yelahanka, Bangalore 560063
India

Private & Confidential

Dear Srishma.,

Congratulations, and welcome to Dell!

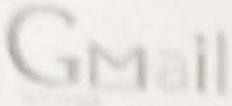
We are pleased to extend our offer of employment to Srishma. HS (employee hereafter "you/your") with EMC INDIA S/W & SERV PVT ("the Company") conditional on the successful completion of the Company's Background Checks, and subject to the attainment of work permit, employment pass or employment visas, as may be applicable.

Your title will be Associate Sales Engineer Analyst at career level Individual Contributor I5, reporting to Poorna Prashanth (1008567), Manager 2, Sales Engineer Analyst. Your start date is June 18, 2018. You will be based at our offices in Bangalore, India.

You are requested to submit all Background Check documents within three (3) days of offer letter acceptance. Any delay in providing the same may lead to extension of your date of joining which will be intimated to you through e-mail. Timely submission of Background Check documents is hence emphasized.

Orientation

A member of our Onboarding team or Talent Acquisition team will be in contact with you prior to your joining date to assist you with your onboarding experience.



REVA Placements <placement@revainstitution.org>

Fwd: Letter of Intent - Srishma Hs - Ref. No.: 7313701

Srishma Sreenath <srishmasreenath@gmail.com>
 To: REVA Placements <placement@revainstitution.org>

Tue, Jul 3, 2018 at 8:07 PM

Forwarded message

From: <careers@wipro.com>
 Date: Fri, Nov 17, 2017 at 2:02 PM
 Subject: Letter of Intent - Srishma Hs - Ref. No.: 7313701
 To: srishmasreenath@gmail.com
 Cc: manager.campus@wipro.com

Campus - Letter Of Intent

November 17, 2017

Dear Srishma Hs,

Congratulations! We are pleased to inform that you have successfully completed the selection processes conducted by Wipro for the role of Project Engineer. This Letter is to confirm that we intend to offer you this role on the following terms:

- I. Your designation would be **Project Engineer**, belonging to career band **Team Rainbow (TRB-II)**.
- II. You will undergo a training program (classroom/on the job) for 3 months from your date of joining. During this period, you will be paid a stipend of **Rs. 18000/-** per month. On satisfactory completion of the training you will be assigned to projects in Wipro Limited.
- III. On joining you would be required to sign a training agreement which is applicable to you during the training period and up to twelve months post completion of the Training period. The agreement requires you to reimburse **Rs 75000** to Wipro, for the cost of training incurred, in the event you exit before the said period.

a. The salary stack for Project Engineer is as given below:

| Component | Amount (INR) |
|---------------------------------|---------------|
| Basic | 9340 |
| HRA | 4700 |
| Commutation | 2500 |
| Wipro Benefit Plan | 6561 |
| Total Fixed Cash | 23101 |
| PF | 1130 |
| Gratuity | 496 |
| Total Fixed Compensation | 24727 |
| QPLC | 1340 |
| Medical | 600 |
| Target CTC | 26667 |
| Total Annual Gross | 320004 |

IV. As part of our ongoing commitment to your continued learning and development before joining Wipro, we have an e-learning initiative 'Online Project Campus'. This online platform enables you to access the assigned learning programs from the convenience of your computer. The redesigned program provides a greater opportunity for your skill development in C Programming, Java or C++ or C#, Database, Unix Operating System, Testing Concepts and Behavioural skills. After completing the modules you will be required to clear the evaluation which will firm up your joining date into the organization.

Rukmini Educational Charitable Trust

Ref.: RECT/OFL/2018-229

6th July, 2018

Dear Mr. Subhash B K,

SUB.: OFFER LETTER

Further to the interviews you had with us, we are pleased to offer you the position of "Teaching Associate, School of Electronics and Communication Engineering" with REVA University, Kattigenahalli for Rukmini Educational Charitable Trust, Bengaluru.

You are expected to join on or before 16th July, 2018.

Formal appointment letter with terms & conditions will be handed over to you on your joining and completing the joining formalities.

Kindly find attached the Joining checklist which has the list of documents to be submitted at the time of joining.

Please sign a copy of this letter as a token of acceptance and return the same to Human Resource Department.

We wish you all the best and look forward to a long term association with you.

Yours sincerely,

For Rukmini Educational Charitable Trust, Bengaluru

Dr. M Dhanamjaya
Registrar- REVA University, Bengaluru

I, **Mr. Subhash B K**, acknowledge the receipt of this Offer Letter and hereby submit my detailed bio-data, latest passport size photographs along with my current & permanent address proof and date of birth proof for background verification. I confirm the acceptance of the terms and conditions contained herein above and agree to abide by the same.

Date of acceptance: _____

Date of joining : _____

Signature : _____



Offer: Computer Consultancy
Ref: TCSL/CT20172238834/Bangalore
Date: 10/01/2018

Mr. Sujith Mc
#31Kc Street,
Behind Ktk , Thirthahalli,
Shivamogga-577432,
Karnataka.
Tel# -9731359443

Dear Sujith Mc,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,875/- per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/CT20172238834

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



GROSS SALARY SHEET

Annexure 1

| | |
|----------------|--|
| Name | Sujith Mc |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|---------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 10,200 | 1,22,400 |
| Bouquet Of Benefits # | 13,000 | 1,56,000 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,224 | 14,688 |
| Gratuity | 490 | 5,887 |
| Total of Annual Components & Retirals | 1,715 | 28,475 |
| Retention Incentive | NA | 0 |
| TOTAL GROSS | 27,415 | 3,36,875 |

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

| Component Category | Monthly | Annual |
|----------------------------------|---------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Conveyance Allowance | 800 | 9,600 |
| Leave Travel Assistance | 850 | 10,200 |
| Sundry Medical Reimbursement | 500 | 6,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 6,270 | 75,240 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |

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TCSL/CT20172238834

12

TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



Offer: Computer Consultancy
Ref: TCSL/CT20172238834/Bangalore
Date: 10/01/2018

Mr. Sujith Mc
#31Kc Street,
Behind Ktk ,Thirthahalli,
Shivamogga-577432,
Karnataka.
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Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

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1



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to 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 ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Conveyance Allowance

You will be eligible for a conveyance allowance of ₹800/- per month.

3. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or 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.

4. Sundry Medical Reimbursement

You will be eligible for reimbursement of sundry medical expenses incurred by you for you and your family. You are eligible for ₹6,000/- per annum or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail tax benefit you may submit medical bills for the same at the end of each calendar quarter. At the end of the financial year, the unavailed amount will be taxable.



5. Personal Allowance

You will be eligible for a monthly personal allowance of of ₹6,270/- per month. This component is subject to review and may change as per TCSL's compensation policy.

6. 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 Initial Learning Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.



OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹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.

TCS Confidential

TCSL/CT20172238834

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TATA CONSULTANCY SERVICES

WYDEHI 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



Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expense-s towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.



2. Disclaimer

Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.



6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.



11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.



15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Permanent Account Number (PAN) Card
You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
- An affidavit/notarised undertaking stating:
*There is no criminal offence registered/pending against you



*There is no disciplinary case pending against you in the university

*If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) at our offices, as identified, for such period as TCSL may decide. The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.



Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCSL Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

| | |
|-----------------------|---|
| Name | Sujith Mc |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|----------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 10,200 | 1,22,400 |
| Bouquet Of Benefits # | 13,000 | 1,56,000 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,224 | 14,688 |
| Gratuity | 490 | 5,887 |
| Total of Annual Components & Retirals | 1,715 | 28,475 |
| Retention Incentive | NA | 0 |
| TOTAL GROSS | 27,415 | 3,36,875 |

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

| Component Category | Monthly | Annual |
|----------------------------------|----------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Conveyance Allowance | 800 | 9,600 |
| Leave Travel Assistance | 850 | 10,200 |
| Sundry Medical Reimbursement | 500 | 6,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 6,270 | 75,240 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |



Annexure 2

Regional Offices

| | |
|--|---|
| <p>Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601</p> | <p>Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114</p> |
| <p>Chennai Lead- Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555</p> | <p>Delhi Lead-Talent Acquisition Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735</p> |
| <p>Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222</p> | <p>Kolkata Lead-Talent Acquisition TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003</p> |
| <p>Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001</p> | <p>Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190</p> |
| <p>Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107</p> | <p>Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499</p> |



Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.



2. Retainer/Consultant's Obligations

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of Retainer/Consultant-ship, the Retainer/Consultant agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

The Retainer/Consultant agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and the Retainer/Consultant hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests the Retainer/Consultant may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.



4. Prior knowledge

The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines

The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Retainer/Consultant's Rights

The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.



9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.



APPOINTMENT LETTER

March 13, 2018

Ms. Sukruti B Kustagi
House No.209, Bankers Colony,
Mulgund Road,
Gadag - 582101

Dear **Sukruti B Kustagi**,

Welcome to Wipro Limited ('Wipro') and congratulations on your appointment as **Project Engineer**.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining unless otherwise communicated in writing by the company.
- b. You will be on probation for a period of 12 months from the date of the appointment. On completion of the Probationary period, your appointment will be confirmed and communicated to you in writing. Unless confirmation is communicated in writing, the probation period is deemed extended.
- c. The retirement age is 58 years.
- d. You may be transferred in such capacity as Wipro may from time to time determine to any other location, department, function, establishment, or branch of Wipro or subsidiary, associate or affiliate of Wipro. In such case you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Wipro locations in India to suit customer time including on 24x7 basis. You agree to operate from any of these locations and in any of the shifts, including night shift, as may be decided by Wipro keeping in mind business needs and deliverables to customers.
- f. This letter of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by Wipro for your role, and you successfully completing the pre-joining assessment based on the training module, in the prescribed format and time frame as informed to you.
- g. Kindly ensure you submit the second copy of the appointment letter signed by you on the day of reporting for work.

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III titled Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the management.

Registered Office:

Wipro Limited T : +91 (80) 2844 0011
Doddakannelli F : +91 (80) 2844 0054
Sarjapur Road E : info@wipro.com
Bengaluru 560 035 W : wipro.com
India C : L32102KA1945PLC020800





- c. Other compensation and benefits in accordance with Wipro policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Wipro policy.
- e. Changes in your compensation are at Wipro's discretion and will be subject to and on the basis of effective performance and results during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

- a. Leave, holidays and working hours as applicable to your stream and location of posting.
- b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by Wipro.
- c. Participation in the Wipro Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
- d. Leave Travel Assistance (LTA) as per the policy of Wipro.
- e. Wipro Medical Assistance Scheme (MAS) and Contributory Medical Insurance for your band and stream provided you are not covered under the purview of the ESI Act.
- f. Employee Benefits Program sponsored and administered by Wipro for management employees, comprising pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.
- g. Please refer to the detailed policies in the Wipro intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

- a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. There may be times when you will be expected to work extra hours to achieve the above. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of Wipro, whether directly or indirectly.
- b. You may be required to undertake travel on Wipro work for which you will be reimbursed travel expenses as per the Wipro policy applicable to you.
- c. We at Wipro are committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of Wipro including the Code of Business Conduct and Ethics as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.
- d. Consistent with (c) above, any matter or situation or incident that may arise which could potentially result, or has resulted, in any violation of the policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head.

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5. Conflict of Interest:

- a. You are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.
- b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
- c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
 - i. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.
 - ii. Any customer or vendor of Wipro to move his existing business with Wipro to a third party or to terminate his business relationship with Wipro.
 - iii. Any existing employee to become associated with, or perform services of any type for any third party.
- d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand Wipro's position on this and resolve the conflict.

6. Confidentiality:

- a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).
- b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

8. Non-Compete

In the course of your employment with Wipro you will be providing services to customers or clients of Wipro during which process you would be handling sensitive information including but not limited to key customers of Wipro, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to Wipro and its protection is of utmost importance to Wipro. You confirm that for a period of six (6) months after separation of your employment from Wipro (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing Wipro during the six (6) months preceding the date of separation.

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9.General:

This letter of appointment is subject to the condition that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable to be removed from service without any prior notice. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this Agreement.

- a. Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- b. These employment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.
- c. You warrant that you are not prevented by a court or by any other administrative or judicial order from providing the services required under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
- d. During the employment you have to comply by all policies of Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time. You agree to comply with all policies as modified from time to time.
- e. Your appointment cannot be further processed and will be treated as withdrawn in the event of:
 - i. Your failing to clear any remaining backlog papers, and/or
 - ii. For 10th Standard: You are not being able to maintain minimum aggregate marks of 60% in your 10th Standard.
 - iii. For 12th Standard: You are not being able to maintain minimum aggregate marks of 60% in your 12th Standard or equivalent education.
 - iv. For Graduates: A. You are not being able to maintain minimum aggregate marks of 65% in your graduation.
B. For Post Graduates: You are not being able to maintain minimum aggregate marks of 65% in your graduation and 65% in post-graduation.

10. Training Agreement:

As part of your smooth transition from campus to corporate, the company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training Wipro makes significant investment for your project readiness and successful journey in the projects. In consideration of the company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and serve the company for a period of 15 months commencing from the date of your joining. In case you choose to leave the company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall pay to the company liquidated damages of upto Rs. 75,000/- (Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the company.

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11. Notice Period:

This contract of employment is terminable, without reasons, by either party giving one-month notice during probationary period and two months' notice on confirmation. Wipro reserves the right to pay or recover salary in lieu of notice period. Further, Wipro may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if Wipro desires the employee to continue the employment during the notice period the employee shall do so.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment and submitting the same on the date of appointment.

12. On Separation:

On acceptance of separation notice, you will immediately give up to the company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects or shall not make or retain any copies of these items.

Please confirm that the above mentioned terms and conditions are acceptable to you and that you accept the appointment by submitting the signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For Wipro Limited,

Sunil Kalachar
General Manager - Talent Acquisition

I have read, understood and agree to accept the employment on the terms and conditions herein. I shall be reporting for duty on ___/___/___

Name: _____

Signature: _____

Date: ___/___/___

Place: _____

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ANNEXURE I

CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

- a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.
- b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.
- c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
- d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
- e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will inform the top management.

Name:

Date: __/__/____

Signature:.....

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Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPI") about the Company. It also involves disclosing or procuring any UPI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities. As an employee of Wipro you are considered as an Insider and accordingly advised as below:

1.Trading when in possession of UPI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: polyclearinghouse@wipro.com.

2.Communication or procurement of Unpublished Price Sensitive Information (UPI): Employee shall seek, communicate, provide or allow access to "UPI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need-to-know basis. Employees are strictly prohibited from the following:

- a) Counseling or disclosing or communicating UPI to any other person including spouse and/or relatives, except on a need to know basis.
- b) Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPI.
- c) Unauthorized disclosure or communication of UPI.
- d) Procuring any UPI from others

3.Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.

4.Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees.

For more details on procedures and guidelines, employees are requested to refer Wipro's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to polyclearinghouse@wipro.com.

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ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I -----, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- b. processing my job application including background verification checks;
- c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

Name:

Date: __ / __ / ____

Signature.....

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ANNEXURE III
SALARY OFFER SHEET

Name : Sukruti B Kustagi

Position : Project Engineer

Career Group: TRB - II

a. You shall receive salary as detailed below.

| COMPONENT | AMOUNT (INR) |
|---|---------------------|
| Basic | 9,340 |
| HRA | 4,670 |
| Commutation Allowance | 1,600 |
| Bonus | 1,870 |
| Wipro Benefits Plan (WBP) | 5,630 |
| Additional allowance | - |
| Total Fixed Cash | 23,110 |
| PF (Employer Contribution) | 1,121 |
| Gratuity | 496 |
| Total Fixed Compensation | 24,727 |
| Other Compensation Benefits | |
| Health benefit (Medical) | 600 |
| Variable Pay | |
| Target Variable Pay | 1,340 |
| Target Cost to Company per month | 26,667 |
| Total Cost to Company per annum | 320,004 |

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

b. Depending on your performance during the online pre-joining assessment program, in the event you fall under Performance Category - 1, i.e. you are amongst top 30% of the candidates, your total cost to company per annum shall stand revised to INR 3,30,000 in the salary structure under (a) above.

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c. **Apart from the standard salary emoluments, Project Engineers are also entitled to unique Wipro Benefits to assist them in maintaining a healthy work-life balance. The details of the benefits are as follows:**

- a. Onetime Interest free loan of **Rs. 20,000** towards housing deposits or towards purchase of a two wheeler
- b. Onetime Interest free contingency loan of **Rs. 50,000** towards housing deposits or illness, death in immediate family or self marriage
- c. Medical assistance of **Rs. 15,000** per annum for employees who are not covered under the ESI scheme.

Medical Insurance Coverage up to Rs. 2 lacs per annum

Date: __/__/____

Signature:.....

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ANNEXURE - IV

I hereby confirm that I shall submit the required academic certificates including mark sheet, Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for termination of my employment with Wipro.

Name:

Date: __/__/____

Signature:.....

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ANNEXURE - V

VARIABLE PAY- A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

- a. Individual linked parameter: Based on number of days billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3. This would comprise of 100% of your Variable Pay amount. (for employees joining in these Bands in Support roles and central functions 100% of Variable Pay would be linked to revenue and OM as mentioned in (b) and (c) below)
- b. Revenue achievement linked parameter: Based on the Revenue achievement of your Business Unit / Vertical / Service Line. This would be linked to 50% of your Variable Pay payout. This is applicable only for employees in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 joining in Support roles.
- c. OM linked parameter: Based on Operating Margin achievement of your Business Unit. This would be linked to 50% of your Variable Pay payout. This is applicable only for employees in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 joining in Support roles.

The Variable Pay payout amount is liable to vary as per the performance on the above parameters.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

For more details please refer to the policy hosted on myWipro à My Information Source à My Policies à View All Policies à (Select Country) à My Financials à Compensation à Variable Pay

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SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus:

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

House Rental Allowance:

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

Commutation Allowance:

This allowance is tax free up to the extent of Rs.1600/- per month. This does not warrant the production of any bills.

Wipro Benefit Plan (WBP):

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance, Commutation Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable food coupons, use of Wipro Bus can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

1. Leave Travel Allowance:

New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to myWipro on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

2. Telephone/Mobile Phone Allowances:

The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for pre-paid connections will be eligible under this head.

3. Non-transferable Food Coupons:

An amount of Rs. 2,750 per month towards purchase of Non-Transferable food coupons is eligible for IT exemption under WBP.

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4. Education Allowance:

An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

5. New Pension System:

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

Retirement Benefits:

It consists of:

- a. 12% of your Basic towards Provident Fund.
- b. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

Accommodation, Food & Other Miscellaneous Expenses

a. You would be entitled for Rs. 1000 per day for 8 days (total amount of Rs. 8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount and you would not need to submit bills towards usage of this amount.

b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

- i. Settlement and Miscellaneous Expenses: Rs. 1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

c. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

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SUMMARY - SOCIAL SECURITY & OTHER BENEFITS*

Medical

1. Medical Assistance Program (MAS): This is a medical scheme covering you, your spouse and your children to the extent of Rs.15,000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.

2. Mediclaim: A floater coverage of Rs. 2,00,000 per annum for family (self, spouse & children) towards hospitalization. A nominal deduction per month as mentioned below is made towards contribution for the mediclaim benefit. 10% of the claim amount has to be borne by the employee. However, this does not apply if the hospitalization is in a Preferred Mediassist Network hospital.

* Rs. 240 - Contribution in case of single individual

* Rs. 520 - Contribution in case you are married

If the employee wishes to enhance the coverage, Top up cover option is also available wherein one can increase it for a highly negotiated premium. More details on the policy are available on My Policies Section in [myWipro](#) which is accessible on joining.

3. Annual Health check: Company paid Annual health checkup program is available for employees above 40 years of age.

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Gratuity Benefit: Up to Rs. 10,00,000

This provides you a lump sum benefit upon separation after completion of 5 years of service or on retirement or when deceased. Your gratuity is computed as: Last drawn Basic Salary * No. of years served * 15/26.

Survivor Benefit Pension Program:

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members. E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic * No of years to Retirement * Grade Factor * % based on number and age of surviving members. I.e. $15,000 \times 20 \times 2.7\% \times 80\% = \text{Rs. } 6,480$ per month as supplementary pension payable. *Grade Factor is a band specific pre-defined pension Accrual rate.

Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

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1. Your Life and Accident Cover:

a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000

Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Even on temporary disability due to Accident you get compensated for loss of wages on account of leave due to Accident of up to Rs. 5,000 per week. In case of death due to accident, your total cover would be 26 lacs (12 Lacs + 14 Lacs). Employees can also get an extra coverage for a nominal and highly negotiated premium.

b. Group Life Insurance Program: Rs. 14,00,000

In the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover. Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies ->India -> My Financials -> Group Life Insurance / Personal Accident

The policies mentioned here are policies of the Company as on date; this is subject to change in future as per policies of the Company from time to time.

2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year.

The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.150,000 per annum, member employee will have an option to restrict the contribution to Rs.150,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.150,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data-> My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

Registered Office:

Wipro Limited T : +91 (80) 2844 0011
Doddakannelli F : +91 (80) 2844 0054
Sarjapur Road E : info@wipro.com
Bengaluru 560 035 W : wipro.com
India C : L32102KA1945PLC020800



7314493



INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro grooms campus selects to help them face the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental IT skills followed by insights into Wipro businesses, process, technology and behavioral skills.

To understand and appreciate the mindset of the freshers and ensure that the transformation is smooth, the induction program is done by a team of dedicated professionals who have exposure to the academic and corporate sectors alike. Project Readiness Program (PRP) is a training program designed to address the basic learning needs of the freshers.

Corporate Readiness Program - CRP

The CRP program is focused on making fresher comfortable in a corporate environment. This program starts with a corporate induction.

“PINNACLE” a behavioral skills building training program ensures that the fresher start feeling at ease in the “corporate world”. This activity based behavioral intervention informs the new entrants about the corporate work culture and business etiquette.

STEP PLUS is a 60-minute English language Assessment, which assesses grammar, listening, reading and speaking skills.

During PRP, STEP PLUS assessments would be scheduled and participants are expected to score a minimum of 917 marks out of 1581. This is a gating criteria for participants for clearing PRP & deputing in projects. It is mandatory to score a minimum of 800 marks and participants whose score is less than 800 marks would be exited from the organization.

Technology Readiness Program - TRP

The technology training provides critical technical skills required to work on projects allocated to freshers and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work environment.

The methodology of training is “Project Based Learning” (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project. Starting with individual projects, the PBL approach ends with recruits working on a team project.

During TRP, fresher shall take up assessments as shared in the schedule. The assessment consists of Multiple Choice Questions (MCQ), Case Study, Project / Scenarios snippets. The duration of the assessment is for a day. The overall PRP score is computed as 30% weightage to MCQ, 70% weightage to Case study and /Project/ Scenario. There will be an improvement opportunity provided for those who score lesser than 75% at the TRP training. Faculty at Talent Transformation shall devote their time to mentor and coach the student. This is done to ensure enriched knowledge and improved understanding of the topic. All the efforts made in this direction are meant for the fresher to be able to clear in the improvement assessment with flying colors.

The training is said to be completed only when the fresher is able to score 800 in STEPPLUS assessment and 75% in PRP Technical assessment. Failure to achieve the required score in either STEPPLUS or Technical will result in exiting from the organization.

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CSE



APPOINTMENT LETTER

March 13, 2018

Ms. Sukruti B Kustagi
House No.209, Bankers Colony,
Mulgund Road,
Gadag - 582101

Dear Sukruti B Kustagi,

Welcome to Wipro Limited ('Wipro') and congratulations on your appointment as **Project Engineer**.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining unless otherwise communicated in writing by the company.
- b. You will be on probation for a period of 12 months from the date of the appointment. On completion of the Probationary period, your appointment will be confirmed and communicated to you in writing. Unless confirmation is communicated in writing, the probation period is deemed extended.
- c. The retirement age is 58 years.
- d. You may be transferred in such capacity as Wipro may from time to time determine to any other location, department, function, establishment, or branch of Wipro or subsidiary, associate or affiliate of Wipro. In such case you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Wipro locations in India to suit customer time including on 24x7 basis. You agree to operate from any of these locations and in any of the shifts, including night shift, as may be decided by Wipro keeping in mind business needs and deliverables to customers.
- f. This letter of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by Wipro for your role, and you successfully completing the pre-joining assessment based on the training module, in the prescribed format and time frame as informed to you.
- g. Kindly ensure you submit the second copy of the appointment letter signed by you on the day of reporting for work.

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III titled Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the management.

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ANNEXURE III
SALARY OFFER SHEET

Name : Sukruti B Kustagi

Position : Project Engineer

Career Group: TRB - II

a You shall receive salary as detailed below.

| COMPONENT | AMOUNT (INR) |
|---|----------------|
| Basic | 9,340 |
| HRA | 4,670 |
| Commutation Allowance | 1,600 |
| Bonus | 1,870 |
| Wipro Benefits Plan (WBP) | 5,630 |
| Additional allowance | - |
| Total Fixed Cash | 23,110 |
| PF (Employer Contribution) | 1,121 |
| Gratuity | 496 |
| Total Fixed Compensation | 24,727 |
| Other Compensation Benefits | |
| Health benefit (Medical) | 600 |
| Variable Pay | |
| Target Variable Pay | 1,340 |
| Target Cost to Company per month | 26,667 |
| Total Cost to Company per annum | 320,004 |

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

b. Depending on your performance during the online pre-joining assessment program, in the event you fall under Performance Category - 1, i.e. you are amongst top 30% of the candidates, your total cost to company per annum shall stand revised to INR 3,30,000 in the salary structure under (a) above.

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CSE



Offer: Computer Consultancy
Ref: TCSL/CT20172238490/Bangalore
Date: 10/01/2018

Ms. Sundus Hasan
Reva University, Girls Hostel-1, Rukmini Knowledge Park Bagalur Road,
Kattigenahalli, Yelahanka,
Bangalore-560064,
Karnataka.
Tel# -

Dear Sundus Hasan,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the **IT Infrastructure Services (ITIS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/CT20172238490

TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, 82, EPNP, 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

CSE



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Ms. Sundus Hasan
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1



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to 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 ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Conveyance Allowance

You will be eligible for a conveyance allowance of ₹800/- per month.

3. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or 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.

4. Sundry Medical Reimbursement

You will be eligible for reimbursement of sundry medical expenses incurred by you for you and your family. You are eligible for ₹6,000/- per annum or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail tax benefit you may submit medical bills for the same at the end of each calendar quarter. At the end of the financial year, the unavailed amount will be taxable.



5. Personal Allowance

You will be eligible for a monthly personal allowance of of ₹6,270/- per month. This component is subject to review and may change as per TCSL's compensation policy.

6. 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 Initial Learning Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.



OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹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.

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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expense-s towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.



2. Disclaimer

Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.



6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.



11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.



15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Permanent Account Number (PAN) Card
You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
- An affidavit/notarised undertaking stating:
*There is no criminal offence registered/pending against you



*There is no disciplinary case pending against you in the university

*If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) at our offices, as identified, for such period as TCSL may decide. The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.



Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCSL Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

| | |
|-----------------------|---|
| Name | Sundus Hasan |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|----------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 10,200 | 1,22,400 |
| Bouquet Of Benefits # | 13,000 | 1,56,000 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,224 | 14,688 |
| Gratuity | 490 | 5,887 |
| Total of Annual Components & Retirals | 1,715 | 28,475 |
| Retention Incentive | NA | 0 |
| TOTAL GROSS | 27,415 | 3,36,875 |

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

| Component Category | Monthly | Annual |
|----------------------------------|----------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Conveyance Allowance | 800 | 9,600 |
| Leave Travel Assistance | 850 | 10,200 |
| Sundry Medical Reimbursement | 500 | 6,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 6,270 | 75,240 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |



Annexure 2

Regional Offices

| | |
|--|---|
| <p>Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601</p> | <p>Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114</p> |
| <p>Chennai Lead- Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555</p> | <p>Delhi Lead-Talent Acquisition Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735</p> |
| <p>Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222</p> | <p>Kolkata Lead-Talent Acquisition TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003</p> |
| <p>Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001</p> | <p>Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190</p> |
| <p>Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107</p> | <p>Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499</p> |



Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.



2. Retainer/Consultant's Obligations

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of Retainer/Consultant-ship, the Retainer/Consultant agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

The Retainer/Consultant agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and the Retainer/Consultant hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests the Retainer/Consultant may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.



4. Prior knowledge

The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines

The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Retainer/Consultant's Rights

The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.



9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.

2017-18 - 92



Extramarks Education India Private Limited
D-180, Sector-63, Noida, U.P. - 201301, India
Ph. : +91-120-4175300

Date : 08-Jan-2018
Name : Sunil Devaganamatha
Location: Karnataka,
Address: Reva University, Kattigenahalli, Yelahanka, Bangalore-560063, Bangalore, Karnataka - 560063

Dear Sunil Devaganamatha, EXTRAMARKS2020/09

Subject: Offer letter of employment as **Business Development Executive**.

With reference to your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company (CTC) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible as but not later than **27-Jan-2018**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

As the first step to joining, we would require you to kindly upload the following documents.

- Copies of Educational Certificates.
- Passport size photographs.
- Last payslip received from the previous employer.
- Clearance from previous employer.
- Address Proof.
- Identification Proof (PAN Card/Driving License/Voter ID/Passport Copy).
- PF documents (Form 11 & Form 2).
- Reference sheet form.
- Adherence to Anti-Corruption Policy.

The URL for the link is: <https://careers.extramarks.com/index/filldetail/refId/MjU1NjUzMjI=>

You would also need to upload a scanned copy of this letter with your acceptance. In case you need any help or have any query, do let us know.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

You agree, acknowledge and authorize the Company to carry out necessary verification, background check on you (which may be carried out by a third party) from your institution, college, previous employer etc. Should the Company receive any negative feedback during such verification, background check, the Company shall be well within its right to withdraw/terminate this offer letter (including your appointment, if made) without any legal liability on the Company.

We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead!

Sincerely,

HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before **27-Jan-2018**

Accepted

Registered Office : 506, Surya Kiran Building, 19 K.G. Marg, Connaught Place, New Delhi - 110 001.
Ph. : +91-011-40392333 / Fax : +91-011-23733114/ CIN : U80900DL2015FTC283323 / www.extramarks.com

18 December 2018

Sunil Kulkarni

Employment offer

Dear Sunil Kulkarni,

NDSC18722018/05

We are very happy that you have approached us, "Neudesic" for employment. As a result of our recent discussions and after careful consideration, we would like to extend an offer of employment to you as **Associate Consultant** if you choose to accept this offer before **20 December 2018**. Your date of joining would be on or before 31 December 2020 and will be intimated to you after the successful completion of your current educational program. The compensation and terms of employment are set forth below:

Your compensation will be **INR 360000/- per annum**, (compensation structure given in Annexure I), less taxes and deductions as applicable by the Govt. of India for all required withholdings, and paid in accordance with the Company's normal payroll procedures. Your compensation will be paid monthly basis.

Our work culture is informal and we try to encourage self-motivated individuals. We will try and make every effort to ensure that you have an atmosphere that brings out the best in you. As a responsible employee, you would be required to work not less than 45 hours per week. As a company employee, you will be required to follow the corporate rules and policies. You may not disclose confidential company information to unauthorized third parties.

We have prepared a formal Employment Agreement for your review and acceptance which details the complete terms of your employment with Neudesic available in Annexure II. This letter and the Employment Agreement form the complete and exclusive statement of employment between you and the Company. These employment terms supersede any other agreements, understandings, promises, or communications, written or oral, by or on behalf of the Company. The terms and conditions of your employment will be in accordance with the Company's policies and procedures which you are required to peruse before joining.

If you choose to accept this offer of employment, please revert to our mail within 2 days confirming your acceptance. We hope you accept this offer and we look forward to working with you.

Sincerely,

Ishita Panda
Manager, Human Capital Management
Neudesic Technologies Private Limited

EMPLOYEE STATEMENT:

I agree with and accept the terms set forth in this letter.

Print Name

Signature

Date

9th July 2018

Pratiksha Dayal,
Dayal Niwas, H. B Road,
Tharpakhna Ranchi-834001.

TRAINEE- Letter of Offer

Dear **Pratiksha,**

We are pleased to inform you that you have been shortlisted for the position of **Management Trainee at Sunrise Biztech Systems Private Limited (“Company”)** situated in Bangalore, India.

The terms and conditions governing your traineeship are given below:

1. The final letter of Appointment shall be subject to your successful completion of all curricular Requirements as laid down by University/Institute for award of the degree subject to the minimum passing percentage/grade as determined by Sunrise Biztech Systems Pvt Ltd.
2. Your traineeship with us will be governed by the terms and conditions specified in this Offer Letter, and the other policies of the Company, which shall be made available/notified to you separately.
3. Your scheduled date of employment with us will be **16th July, 2018.**
4. As a pre-requisite to your traineeship with the Company, you would be required to execute an Inventions Assignment Agreement, a non-disclosure agreement and any other documentation as may be deemed necessary by the Company in its sole discretion as a part of Employment Agreement.
5. The Date of joining and the location of Posting will be purely based on business requirements. Sunrise solely reserves the right to make any changes to the date of joining and the location of joining.
6. Your remuneration **FY2018-19 will be Rs. 2,81,367/- pa.**



7. Your appointment as a Trainee is subject to the Company completing appropriate background checks, based on the information you have provided to us as well as medical tests, if required. You hereby consent to conduct of such background checks/verification and agree to cooperate in the conduct of routine medical tests.
8. During the Training period, your performance shall be evaluated periodically (every quarter)
9. Upon the successful completion of your Traineeship Period, and based on your performance during the said Traineeship Period, the Company may at its complete discretion make an offer to you for employment with the Company.

We welcome you and look forward to a mutually successful traineeship period.

Should you have any queries, please do contact freshers@sunrisebiztechsys.com

Yours truly,

For Sunrise Biztech Systems Private Limited

Smitha T
Manager - HR

Annexure A (Compensation and Benefits)

Your revised compensation effective **your date of joining** salary is as follows:

| Components | Monthly | Annualised |
|--|---------------------|-------------------|
| (A) <u>Basic Salary</u> | 13,200 | 1,58,400 |
| (B) <u>Other components</u> | | |
| House Rent Allowance | 2,640 | 31,680 |
| Transport Allowance | 1,600 | 19,200 |
| Employer PF Contribution | 1,584 | 19,008 |
| Statutory Bonus | 1,400 | 16,800 |
| Others | 723 | 8,676 |
| Special Bonus(paid upon completion of 12 months of Service) | | 10,000 |
| Special Bonus(paid upon completion of 18 months of Service) | | 10,000 |
| Gratuity | | 7,603 |
| <u>TOTAL Cost To Company (CTC) = (A+B+C)</u> | 21,147 | 2,81,367 |
| Estimated Take Home per month | Rs. 17,779/- | |

Other Benefits:-

| | | |
|--|-------------------------|------------------|
| (D) *Group Health insurance annual premium per person (Self, Spouse & 2 children are covered) | Coverage of 4 lakhs | Rs. 9,229 |
| (E) *Accidental Insurance annual premium (Self only) | Coverage of 10 lakhs | Rs. 1,398 |
| (F) Transportation (to & fro) | | |

Note:- *Some of above allowances are flexible but subject to financial declarations.

*The Insurance premiums may differ every year and are non-negotiable.

Yours truly,

For Sunrise Biztech Systems Private Limited

Smitha T
Manager-HR



Having read the Letter and the terms and conditions, the undersigned accepts the same and that this supersedes any and all prior understandings, offers, or agreements, whether oral or written, and that there are no other terms express, or implied.

Name _____

Signature _____

Date _____

09th July 2018

Anugat Archit,
Awasthi Niwas, 7/171,
New Kalimati Road, Kashidih,
Sakchi, Jamshedpur, Jharkhand.

TRAINEE- Letter of Offer

Dear **Anugat,**

We are pleased to inform you that you have been shortlisted for the position of **Management Trainee** at Sunrise Biztech Systems Private Limited (“**Company**”) situated in Bangalore, India.

The terms and conditions governing your traineeship are given below:

1. The final letter of Appointment shall be subject to your successful completion of all curricular Requirements as laid down by University/Institute for award of the degree subject to the minimum passing percentage/grade as determined by Sunrise Biztech Systems Pvt Ltd.
2. Your traineeship with us will be governed by the terms and conditions specified in this Offer Letter, and the other policies of the Company, which shall be made available/notified to you separately.
3. Your scheduled date of employment with us will be **16th July, 2018.**
4. As a pre-requisite to your traineeship with the Company, you would be required to execute an Inventions Assignment Agreement, a non-disclosure agreement and any other documentation as may be deemed necessary by the Company in its sole discretion as a part of Employment Agreement.
5. The Date of joining and the location of Posting will be purely based on business requirements. Sunrise solely reserves the right to make any changes to the date of joining and the location of joining.
6. Your remuneration **FY2018-19 will be Rs. 2,81,367/- pa.**



7. Your appointment as a Trainee is subject to the Company completing appropriate background checks, based on the information you have provided to us as well as medical tests, if required. You hereby consent to conduct of such background checks/verification and agree to cooperate in the conduct of routine medical tests.
8. During the Training period, your performance shall be evaluated periodically (every quarter)
9. Upon the successful completion of your Traineeship Period, and based on your performance during the said Traineeship Period, the Company may at its complete discretion make an offer to you for employment with the Company.

We welcome you and look forward to a mutually successful traineeship period.

Should you have any queries, please do contact freshers@sunrisebiztechsys.com

Yours truly,

For Sunrise Biztech Systems Private Limited

Smitha T
Manager - HR

Annexure A (Compensation and Benefits)

Your revised compensation effective **your date of joining** salary is as follows:

| Components | Monthly | Annualised |
|--|---------------------|-------------------|
| (A) Basic Salary | 13,200 | 1,58,400 |
| (B) Other components | | |
| House Rent Allowance | 2,640 | 31,680 |
| Transport Allowance | 1,600 | 19,200 |
| Employer PF Contribution | 1,584 | 19,008 |
| Statutory Bonus | 1,400 | 16,800 |
| Others | 723 | 8,676 |
| Special Bonus(paid upon completion of 12 months of Service) | | 10,000 |
| Special Bonus(paid upon completion of 18 months of Service) | | 10,000 |
| Gratuity | | 7,603 |
| TOTAL Cost To Company (CTC) = (A+B+C) | 21,147 | 2,81,367 |
| Estimated Take Home per month | Rs. 17,779/- | |

Other Benefits:-

| | | |
|--|----------------------|------------------|
| (D) *Group Health insurance annual premium per person (Self, Spouse & 2 children are covered) | Coverage of 4 lakhs | Rs. 9,229 |
| (E) *Accidental Insurance annual premium (Self only) | Coverage of 10 lakhs | Rs. 1,398 |
| (F) Transportation (to & fro) | | |

Note:- *Some of above allowances are flexible but subject to financial declarations.

*The Insurance premiums may differ every year and are non-negotiable.

Yours truly,

For Sunrise Biztech Systems Private Limited

Smitha T
Manager-HR



Having read the Letter and the terms and conditions, the undersigned accepts the same and that this supersedes any and all prior understandings, offers, or agreements, whether oral or written, and that there are no other terms express, or implied.

Name _____

Signature _____

Date _____

Date: 31st January 2018

FORM 'A'

To,

**Supriya B V
Bangalore**

Dear Supriya B V, INTLPTSS31012018/08

We are pleased to forward you the Offer Letter attached herein and would like to formally welcome you to the growing Intellipaate family.

We are sure that you have had sufficient opportunity to understand in detail about your job role and about the organization. We would be glad to provide you with further clarification if you need it.

You are required to report for duty at our Bangalore office. The address of our office is as follows:

Address: 1st Floor, Khykha Court-I, No.5,

1st cross, Madiwala, Hosur Road,

1st cross Rd, Bengaluru, Karanataka-560068

We are in the process of building a robust organization, wherein professionals would find full satisfaction of working in an interesting, challenging and fruitful job environment. In this connection, we are eagerly looking forward to your contributions to the Intellipaate family as a valued employee soon.

Kindly return the duplicate copy of the appointment letter, duly signed, as a token of your acceptance of the same

We look forward to a mutually beneficial and long lasting relationship with you.

Yours Truly,

For Intellipaate Software Solutions Private Limited

**Anisha Goyal
Talent Acquisition Specialist**



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05 March 2018

PRIVATE & CONFIDENTIAL

To whom it may concern,

Re: SURAJ N

19/2/2018/2017/11

Address: REVA University, Rukmini Knowledge Park Kattigenahalli, Yelahanka, Bangalore 560 064
Karnataka, India.

This letter is to confirm that SURAJ N is currently employed at Amazon Development Centre (India) Private Limited.

SURAJ N is employed as a **Prod Compliance Sr. Associate** and commenced employment with Amazon on **08 March 2018**.

The above information is given in the strictest confidence and with no liability accepted by the company or any of our employees. This information should not be divulged to any third party without first seeking permission from the respective Amazon entity.

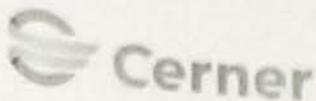
On behalf of

Amazon Development Centre (India) Private Limited

Kind Regards,

Arijit Basu

Sr. Manager, HR Operations – HR Services



May 22, 2018

SURAPURAJU SOWJANYA
63, 1st main, 1st cross, babanagar
IAF post, bagalur cross, yelahanka
Bangalore, India 560063

Dear SURAPURAJU:

On behalf of Cerner Healthcare Solutions Private Limited ("Cerner"), I am pleased to offer you the position of Medical Billing Specialist in our RCM Services Organization in Bangalore. We believe your skills, aptitude, and interests are consistent with the outstanding opportunities for growth in this group.

Your position at Cerner is subject to a minimum probationary period of six (6) months. Your continued employment may be confirmed at the end of the probationary period if your performance is satisfactory. Your probationary period will count towards your continuous employment.

COMPENSATION

We are offering an Annual Guaranteed Cash of Rs. 3,00,000.

Cerner will deduct taxes at source as required by law. You will be responsible for your tax liabilities under applicable tax laws and regulations. Your CTC opportunity is Rs. 3,63,864 per annum. You will enjoy benefits and perquisites as detailed in the attachment. Cerner reserves the right to vary, amend and modify any item of the salary package without adversely affecting the total compensation. Compensation is regarded as confidential information and should not be disclosed to other employees. Your position at Cerner is a professional position that requires a significant level of responsibility, discretion and independent judgment. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure good results.

ASSOCIATE BENEFITS

Cerner offers a comprehensive program of benefits to address your physical, financial and emotional health. At Cerner, we believe the foundation for a successful career starts with a variety of options that meet your needs while supporting a healthy lifestyle.

A standard component of our benefits package is Personal Time Off. You will be entitled to 27 days of Personal Time Off each year to be used for vacation, illnesses and other personal reasons and 10 standard business holidays. Please access the [benefits brochure](#) for additional details.

EMPLOYMENT AGREEMENT

Cerner will spend a significant amount of time and money in training you as Cerner has established significant momentum in the development of client relationships, professional staff, systems development methodology, and proprietary software solutions. We regard these areas as the most important assets owned by Cerner. It is our intent to guard these assets closely. Therefore, every associate of Cerner is required to execute an Employment Agreement. This Agreement includes the terms of your employment relationship with Cerner, including without limitation, a covenant not to disclose confidential client and internal information, a covenant not to compete against Cerner during the term of the Agreement, a covenant not to solicit our associates, and establishes that, during the term of your employment, the benefits of your endeavors accrue to Cerner. A sample copy of this Employment Agreement has been made available for your review.

OFFER OF EMPLOYMENT

The purpose of this Invitation of Employment is to put in writing the specifics of our offer of employment to commence work with Cerner by June 11, 2018. This Invitation of Employment is contingent upon receipt of a satisfactory outcome of a background check and proceeds on the basis that information you provided is accurate.

Date: 31st January 2018

FORM 'A'

To,

Suresh
Bangalore

Dear Suresh, INTLPTSS3101R019 | 13

We are pleased to forward you the Offer Letter attached herein and would like to formally welcome you to the growing Intellipaate family.

We are sure that you have had sufficient opportunity to understand in detail about your job role and about the organization. We would be glad to provide you with further clarification if you need it.

You are required to report for duty at our Bangalore office. The address of our office is as follows:

Address: 1st Floor, Khykha Court-I, No.5,

1st cross, Madiwala, Hosur Road,

1st cross Rd, Bengaluru, Karanataka-560068

We are in the process of building a robust organization, wherein professionals would find full satisfaction of working in an interesting, challenging and fruitful job environment. In this connection, we are eagerly looking forward to your contributions to the Intellipaate family as a valued employee soon.

Kindly return the duplicate copy of the appointment letter, duly signed, as a token of your acceptance of the same

We look forward to a mutually beneficial and long lasting relationship with you.

Yours Truly,

For Intellipaate Software Solutions Private Limited

Anisha Goyal
Talent Acquisition Specialist



#15, 3rd Main, 3rd Cross, Maruthi Nagar, Shreyas colony, JP Nagar 7th Phase - 560078

To,
The Placement Officer
REVA University
Bangalore - 560064

Date: 15th March, 2018

Respected Sir,

We are pleased to inform you that our company has successfully completed the recruitment process for the current academic year at your esteemed institution. We are happy to announce that we have identified some exceptional talent and would like to extend job offers to the selected students. The roles and the students selected against each role along with the compensation break up is as under:

I. Process Executive Role

| Sl. No | Name | Role | CTC in LPA |
|--------|---------------------|-------------------|------------|
| 1 | Abhishek B R | Process Executive | 2.8 |
| 2 | Bindu S M | Process Executive | 2.8 |
| 3 | C Sai Prathik Reddy | Process Executive | 2.8 |
| 4 | C Sumanjali | Process Executive | 2.8 |
| 5 | Hema B R | Process Executive | 2.8 |
| 6 | Kavya V | Process Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Process Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

II. Sales Trainee L & D

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------------------------|-------------------|------------|
| 1 | Pinaki Lalit Agarwal | Sales trainee-L&D | 2.4 |
| 2 | Poojarani | Sales trainee-L&D | 2.4 |
| 3 | Rohith M Nayak | Sales trainee-L&D | 2.4 |
| 4 | Shruti | Sales trainee-L&D | 2.4 |
| 5 | Siddanthi Narasimham Vikram Simha | Sales trainee-L&D | 2.4 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Sales Trainee L & D | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 144000 |
| 2 | House Rent Allowance | 57600 |
| 3 | Special Allowance | 38400 |
| 4 | Total Compensation | 240000 |

III. Verbal Trainer

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------|----------------|------------|
| 1 | J Kalyan Kumar | Verbal Trainer | 2.8 |
| 2 | Kavya Patil | Verbal Trainer | 2.8 |
| 3 | Nidhi Kumari | Verbal Trainer | 2.8 |
| 4 | Rohan Nagaraj Kora | Verbal Trainer | 2.8 |
| 5 | Saquib Shaik | Verbal Trainer | 2.8 |
| 6 | Sharada N.S | Verbal Trainer | 2.8 |
| | | | |
| 8 | Ankitha B C | Verbal Trainer | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Verbal Trainer | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

IV. Marketing Associate

| Sl. No | Name | Role | CTC in LPA |
|--------|-----------------------|---------------------|------------|
| 1 | Manikandan R | Marketing Associate | 2.6 |
| 2 | Manjula Venkateswarlu | Marketing Associate | 2.6 |
| 3 | Manjunath Teja N | Marketing Associate | 2.6 |
| 4 | Manoj H E | Marketing Associate | 2.6 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Marketing Associate | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 156000 |
| 2 | House Rent Allowance | 62400 |
| 3 | Special Allowance | 41600 |
| 4 | Total Compensation | 260000 |

V. Business Development Specialist

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|---------------------------------|------------|
| 1 | ANUSHA V | Business Development Specialist | 2.8 |
| 2 | Ibrahim Mohamed Omar | Business Development Specialist | 2.8 |
| 3 | KRUTHIKA M R | Business Development Specialist | 2.8 |

| Compensation Break up | | |
|-----------------------|---------------------------------|-----------------|
| Position | Business Development Specialist | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |
| | | |

VI. Training Relationship Manager

| Sl. No | Name | Role | CTC in LPA |
|--------|---------------------------------------|------------------------------|------------|
| 1 | Kiran M | Trainee Relationship Manager | 3 |
| 2 | Poornima S | Trainee Relationship Manager | 3 |
| 3 | Pradeep Kumar | Trainee Relationship Manager | 3 |
| 4 | Rahul Koudal | Trainee Relationship Manager | 3 |
| 5 | Ranjith S D | Trainee Relationship Manager | 3 |
| 6 | Alam Nikesh | Trainee Relationship Manager | 3 |
| 7 | Amulya T C | Trainee Relationship Manager | 3 |
| 8 | Chejarla Venkata Vidya Sagar Reddy | Trainee Relationship Manager | 3 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Trainee Relationship Manager | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 180000 |
| 2 | House Rent Allowance | 72000 |
| 3 | Special Allowance | 48000 |
| 4 | Total Compensation | 300000 |

VII. Branding Executive

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|--------------------|------------|
| 1 | Bandee Vamsi Krishna | Branding Executive | 2.8 |
| 2 | Bhimesh | Branding Executive | 2.8 |
| 3 | Charchitha N Behura | Branding Executive | 2.8 |
| 4 | Kumar V | Branding Executive | 2.8 |
| 5 | Megha R | Branding Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Branding Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

We have reviewed their academic records, conducted thorough interviews, and are confident that they possess the necessary skills and qualities required to contribute to our company's success.

We will be sharing the individual offer letters for each of the selected candidates with copies marked to you.

We request you to kindly inform us about their examinations and the expected date they will be able to join our organization. We will plan their joining dates accordingly.

We would like to express our gratitude to you and your team for your cooperation and support throughout the recruitment process. It has been a pleasure working with your institution, and we hope to continue this partnership in the future.

Thank you once again for your valuable assistance.

Yours Sincerely,

For Bizotic Talent Solutions Private Limited

Ramyashree S



Ramyshree S
Head of Finance & Operations

Date: July 25, 2017

Ref: LTI/HR/Campus/2018

Name: Swathi Ramakrishna

College: Reva Institute Of Science And Management, Bangalore

OFFER OF EMPLOYMENT

Dear Swathi Ramakrishna,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Associate Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be **Rs.2,48,000/-** as per the details mentioned in '**Annexure-1**'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in '**Annexure-2**'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.



ECE

Offer: Computer Consultancy
Ref: TC SL/CT20172238365/Bangalore
Date: 10/01/2018

Ms. Swathi S
#30Shivara,
Gurugadahalli(Po),
Tiptur-572201,
Karnataka.
Tel# -

Dear Swathi S,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,875/- per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TC SL/CT20172238365

TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com

CSE

1st December 2017

COVERING LETTER

To,

Ms. Swathi V Raidurg
No.13/B (1022), 19th 'C' Main Road,
1st Block, Rajajinagar,
Bangalore North,
Karnataka, PIN: 560010

Dear Swathi V Raidurg,

We are pleased to forward your Appointment Letter and would like to formally welcome you to join the growing family of **Valtech India Systems Private Limited** (hereinafter referred to as Company, where the context so requires).

We are sure that you have had opportunities to understand in detail your job, the organization, etc. We would be glad to provide any further clarification, if any.

You are required to report for duty at our Bangalore Office. The address and contact number is as follows:

Address: **Valtech India Systems Private Ltd.**
30/A, 1st Main Road, Industrial Suburb,
3rd Phase, JP Nagar, Bangalore 560 068.
Ph: 080 – 2607 9999

We are in the process of building an Organization, where professionals would find full satisfaction of a challenging job and an interesting working environment. In this connection, we welcome your contributions too.

Kindly return the duplicate copy of the Appointment letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial long association with you.

Yours truly,
For **Valtech India Systems Private Limited**,

Ramachandra Kodi
Head - Human Relations

ANNEXURE - B

SALARY BREAK UP

| COMPONENTS | Per Month (INR) | Per Annum (INR) |
|--|-----------------|-----------------|
| Total Base Salary (A+B) | 23,379 | 2,80,549 |
| A.Total Fixed Salary | 16,529 | 1,98,346 |
| A1. Basic | 10,521 | 1,26,247 |
| A2. HRA | 4,208 | 50,499 |
| A3. Provident Fund (Employer Contribution) | 1,800 | 21,600 |
| B.Total Flexible Pay | 6,850 | 82,203 |
| C. Medical Insurance Premium* | | 5,295 |
| D. Gratuity | | 6,070 |
| E. Statutory Bonus | | 16,800 |
| Total Annual Cost To Company (CTC) (A+B+C+D+E) | | 3,08,714 |

| Flexible Pay Upper Limits | | |
|--|-----------|-----------|
| COMPONENTS | Per Month | Per Annum |
| B1. Medical | 1,250 | 15,000 |
| B2. Telephone | 3,000 | 36,000 |
| B3. Training | 2,500 | 30,000 |
| B4. Children's Education Allowance | 200 | 2,400 |
| B5(a). Conveyance Allowance | 1,600 | 19,200 |
| B5(b). Fuel Charges (4W) (upto 1.6L CC) | 1,800 | 21,600 |
| B5(c). Fuel Charges (4W) (more than 1.6L CC) | 2,400 | 28,800 |
| B6. LTA | 5,000 | 60,000 |
| Total Flexi Limits | 14,350 | 1,72,200 |

Flexible Pay Salient Features:

- Flexible Pay is a part of your salary.
- Flexible Pay would be paid to you subject to the Upper Limits, if you Declare and Claim the same, along with relevant supporting documents, as per stipulated process. Such amount would not attract tax.
- If you do not Declare for Flexible Pay, your eligible Flexible Pay amount will be taxed and paid to you along with Monthly Salary.
- If you Declare and then do not Claim your Flexible Pay, the said Flexible Pay amount will be taxed and paid to you at the end of the financial year.

1st December 2017

COVERING LETTER

To,

Ms. Swathi V Raidurg
No.13/B (1022), 19th 'C' Main Road,
1st Block, Rajajinagar,
Bangalore North,
Karnataka, PIN: 560010

Dear Swathi V Raidurg,

We are pleased to forward your Appointment Letter and would like to formally welcome you to join the growing family of **Valtech India Systems Private Limited** (hereinafter referred to as Company, where the context so requires).

We are sure that you have had opportunities to understand in detail your job, the organization, etc. We would be glad to provide any further clarification, if any.

You are required to report for duty at our Bangalore Office. The address and contact number is as follows:

Address: **Valtech India Systems Private Ltd.**
30/A, 1st Main Road, Industrial Suburb,
3rd Phase, JP Nagar, Bangalore 560 068.
Ph: 080 – 2607 9999

We are in the process of building an Organization, where professionals would find full satisfaction of a challenging job and an interesting working environment. In this connection, we welcome your contributions too.

Kindly return the duplicate copy of the Appointment letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial long association with you.

Yours truly,
For **Valtech India Systems Private Limited,**

Ramachandra Kodi
Head - Human Relations

Appointment Letter

Dear Swathi V Raidurg,

Pursuant to the interview you had with us and based on the representations made by you, we are pleased to appoint you on the following terms and conditions:

1. Designation:

Your designation will be “Associate Software Engineer”

2. Compensation & Benefits:

2 (a) The Compensation & Benefits applicable to you is personal and should be treated as Confidential. This is not to be discussed or divulged to anybody else other than for statutory purposes.

2 (b) Your **Total Annual Cost To Company** (CTC) will be **Rs.3,08,714/-** (Rupees Three Lakhs, Eight Thousand, Seven Hundred & Fourteen Only.)

2 (c) Your **Annual Base Salary** will be **Rs.2,80,549/-** (Rupees Two Lakhs, Eighty Thousand, Five Hundred & Forty Nine Only.)per annum. The Annual Base Salary consists of Fixed and Flexible Components. Kindly refer Annexure B for more details.

2 (d) **Statutory Bonus:** In addition to your Annual Base Salary, you would be eligible to receive Statutory Bonus at the rate of Rs.16,800/- (Rupees Sixteen Thousand Eight Hundred Only) per annum, which would be prorated, and paid to you as per the provisions of the Payment of Bonus Act.

Further, to be eligible for this payment, you are required to be on the rolls of the Company, without any notice of resignation. Payments would be made in the subsequent payroll processing.

2 (i) Your compensation will be reviewed after the completion of a minimum period of 12 months from the date of your joining, as per the Compensation revision practices of the Company.

2 (j) Provident Fund Contribution- An amount equivalent to the Employer’s contribution to PF would be deducted from your Gross Salary and credited to your PF account, which is a Social Security benefit. Provident Fund Contribution is governed by The Employees Provident Funds and Miscellaneous Provisions Act 1952.

2 (k) Gratuity- You would be eligible for Gratuity as per the provisions of “The Payment of Gratuity Act-1972”.

2 (l) Your Salary components, Variable Pay, Incentives, Bonus and any other statutory / non-statutory benefits will be governed by company’s policies / procedures, taxation rules & policies and statutory guidelines that are applicable from time to time.

3 Effective Date of joining:

You are requested to report for duty on or before **16th July 2018**. Your appointment will come into effect from your date of joining.

4 Documents to be Submitted :

You are required to submit Documents stated in Annexure A on your date of joining.

5 Probation / Confirmation:

Your employment will be subject to a probationary period of 06 (Six) Months with effect from the date of your joining the Company. At the end of the duration of 06 months from the date of start of your employment in the Company, your services in the Company would be deemed to be confirmed, unless you are specifically informed otherwise. Please note, your performance will be evaluated during your Probation Period.

6 Notice Period:

The contract of employment is terminable by either party by giving 02 (Two) Months' notice in writing. Either party is not bound to give any reason thereof. The Company reserves the right to pay or recover salary in lieu of notice period or to relieve you before the expiry of the notice period. All Payment and recoveries made under this clause will be based on the Gross salary. In the event of any breach in the terms and condition stated in the Services Conditions and/ or Non-Disclosure Agreement or any act amounting to misconduct, your services are liable to be terminated without any notice or payment in lieu.

7 Separation

You are required to return / handover all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects or records, etc. belonging to the Company or relating to its business to the Company on the date of your relieving and shall not make or retain any copies of these items. You are also required to return to the Company all the assets given to you for official and/or personal use as per the various policies/schemes applicable to you as a part of your Compensation & Benefits. This would not apply to those assets or items, which are obligatory for you to buy under the concerned schemes. Employees are required to complete the Exit formalities & duly sign the 'No Dues' form on their last working date. In the event of not signing the 'No Dues', any claim made thereafter, pertaining to discrepancies in attendance, leave balance, shortfall in notice period, full & final settlement, etc, will be deemed as null & void.

8 Retirement

You will retire in the normal course from the services of the company on attaining the age of superannuation, which is, on the end of the month following your 58th birthday.

9 Leave(s) / Holidays

Valtech offers comprehensive benefits upon joining the Company. You are eligible for 21 (Twenty-one) working days of paid leave (all types of leave included), per calendar year. Your leave would be credited to you on pro-rata basis. Apart from this, you are also eligible for 10 (Ten) Holidays (National Holidays and Festival Holidays), on specific dates, as declared by the Company, per calendar year. In addition, eligible employees can avail Maternity and Paternity leave, separately, as per Company policy.

10 Service Conditions

Your services will also be governed by additional terms and conditions as explained in the Service Conditions attached herewith. The terms and conditions are subject to statutory requirements and Company Policies.

Please sign a copy of this letter and other attached documents in acceptance of the above terms and conditions as also the additional Service Conditions.

Yours truly,
for **Valtech India Systems Private Limited**

Ramachandra Kodi
Head – Human Relations

Encl.:

1. Service Conditions
2. Confidentiality Agreement

Acceptance:

I, agree to accept the terms and conditions mentioned above and also as in the Service Conditions document attached to this letter.

Name: Swathi V Raidurg
Place: Bangalore

Signature: -----
Date:

SERVICE CONDITIONS

Your appointment is subject to the following additional terms and conditions:

1. Your position is a whole time employment with the Company and you shall devote yourself exclusively to the business of the Company. You will not take any other work for remuneration [part-time or otherwise] or work on advisory capacity or be interested directly or indirectly [except as share or debenture holder] in any other trade or business during the employment with the Company. The authorized person should approve, in writing, any honorary professional engagement outside the work with the company.
2. The Company reserves the right to re-designate the Employees and allocate suitable responsibilities from time to time. The Company is not bound to give any reason thereof.
3. Your services are liable to be transferred in such capacity as the Company may from time to time determine or to any other location, department, establishment or Associate Company or Group Company. In such case, you will be governed by the terms and conditions of service as applicable to the new assignment. Such transfer could be to any location in India or any other country.
4. Company reserves the right to send you for training within or outside India, and in such event when you travel abroad for transition/knowledge/process transfer, you shall have to execute certain agreement (s) /documentation(s) as the Company may require from you. In view of the fact that the Company shall be making arrangements and making considerable expenditure for making specialized training available, the Company shall insist that the said agreement(s)/ documentation(s) be executed.
5. You shall agree that the following expenses, if committed during the recruitment process and incurred by the Company at the time of joining and thereafter, shall be remitted back to the company should you resign from the Company before 01(One) year from the date of your Joining.
 - a) Relocation/transportation to the place of posting from existing locations
 - b) Payment made in lieu of your loss of salary because of joining Valtech India Systems Private Ltd early, or any other payment made like above.
6. In case if you desire to resign from the Company before the said period of (One) year from the date of your joining, you hereby authorize the Company to deduct aforesaid expenses from all money due to you. Besides this you shall forthwith pay the shortfall to the Company.
7. During your employment with the Company, you will be governed by the Policies, Service Rules, and Regulations.
8. You are expected to perform effectively to ensure results and you will be expected to work extra hours to achieve this whenever the job so requires.
9. You may be required to undertake travel on Company work either within India or outside and you will be reimbursed travel expenses as per the Company Policy.

10. The Company has evolved a Confidentiality Agreement to protect the rights of the employee and also that of the Company while dealing with confidential information, documents, etc. The said Confidentiality Agreement forms part of the Service Conditions applicable to employees of your category. You are required to read, understand and sign the enclosed Confidentiality Agreement in acknowledgement of your acceptance of the conditions therein.

11. If you conceive of/invent/discover/improve on any new or advanced or current methods of improving processes/formulae/systems in relation to the operation of the Company or its affiliates or Customers, such developments, discoveries or inventions will be fully communicated to the Company and remain the sole right/property of the Company.

12. If any transaction with the Company involves conflict between your personal interest and the interest of the Company in dealings with suppliers, customers, and any other organization or individuals doing or seeking to do business with the Company, you are required to inform the Company in writing about the nature of such conflict of interest so that the Company could protect its right and address the transaction suitably.

13. During the term of your employment with the Company, if you are found to have willfully suppressed the information on being deported from any country / convicted by the court of law for any offence in India or outside India, or anytime such fact is brought to our information, in such case, your services are liable to be terminated without any notice and the Company reserves the right to recover all the Expenses incurred towards your travel including and not limited to VISA processing.

14. This offer is purely based on the information / documents provided by you and by accepting the offer, you specifically authorize the Company or any external agency of Valtech India Systems Private Ltd. to verify your educational, employment antecedents, your conduct and any other background checks prior to your joining the Company or thereafter. You shall extend your co-operation (if asked for) during such verification without any protest or demur. If any declaration given or information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, in such case, without prejudice to any other rights the Company may have against you, your services are liable to be terminated without any notice.

15. In the event of indiscipline or unsocial behavior or for actions that are detrimental to the Company, without prejudice to other rights the Company may have against you, your services are liable to be terminated without any notice.

16. (a) You undertake that you shall not join/do business with any of the Companies, Firms or Organizations or entity or person with whom you have had material dealings during the course of employment with us. This shall be applicable for a period of 24 Months after the cessation of your employment with the Company for any reason whatsoever.

(b) Upon termination of your employment with our Company for any reason, irrespective of the nature of termination of your employment, you agree that you shall not for a period of 24 months from the date of ceasing to be an employee, whether on your own account, either personally or by your agent, or on behalf of any other reason, directly or indirectly: Induce, procure or endeavor to induce any person who is an employee, agent, customer or consultant of the Company to leave the service of, or cease to provide service to our Company or solicit the employment of, or directly or indirectly employ, engage or hire as an employee or consultant any employee of the Company or assist or be instrumental in soliciting any employee of the Company.

(c) It may be noted that the Company reserves its rights to approach the Court of appropriate jurisdiction to seek injunction, restraint orders or other prohibitory relief against you with a view to restrain you from committing breach of 16(a) and 16(b) above.

(d) For the above purpose i.e., 16(a) and 16(b) Competitor / Competition means any Company, Firm Organization, entity or person who is engaged or intends to engage in one or more of the same or similar business activity as that of the Company.

17. You shall (A) maintain confidentiality of all information that you may have access to during the course of your employment and (B) abide by the Company Confidentiality / Non-Disclosure agreement

18. Your breach or non-compliance of 17 (A) and (B) will be a source of great loss to the Company and the extent of loss is not easy to assess. In this light the Company reserves the right to initiate appropriate legal action.

Any dispute arising pertaining to this Employment Agreement is subject to the jurisdiction of the Courts in Bangalore.

I, have read, understood and agree to abide by the above-mentioned Service Conditions applicable to employees of my category. I hereby voluntarily affix my signature below in confirmation of the acceptance of all the terms and conditions of my employment including the above Service Conditions.

Name: Swathi V Raidurg
Place: Bangalore

Signature: -----
Date:

ANNEXURE – A

- Scanned copy (of original) of the below documents, as applicable, to be sent via email to the concerned member of the Recruitment Team, within one week of receiving the offer.
- Original & Photocopy of the below documents, as applicable, to be produced at the time of joining the Company. Original documents will be returned immediately, after verification.

| Category | List of documents |
|--|--|
| Proof of Income Tax related Identification (Mandatory) | ➤ PAN card |
| Proof of Identity (any one) | <ul style="list-style-type: none"> ➤ Valid Indian Passport ➤ Voters Identity Card ➤ Driving License ➤ Bank pass book with attested customer photograph and signature. ➤ Aadhaar Card |
| Proof of Age (any one) | <ul style="list-style-type: none"> ➤ Birth Certificate ➤ Marks Sheet or passed Certificate - Matriculation |
| Residential Proof (any one) | <ul style="list-style-type: none"> ➤ Valid Indian passport (valid only if the address on passport is same as per the communication address) ➤ Latest Telephone Bill not older than 3 months ➤ Latest Gas connection bill showing consumption and complete address ➤ Latest Electricity Bill (with complete address of the account holder) - not older than 3 months ➤ Ration Card. ➤ Notarised registered rent agreement with latest electricity bill issued to landlord |
| Education Proof (all Documents are Mandatory) | <ul style="list-style-type: none"> ➤ 10th Marks Sheet & Certificate ➤ 12th Marks Sheet & Certificate ➤ Highest Degree Marks Sheet & Certificate ➤ Certificates of the any additional course(s) |
| Employment Proof (all Documents are Mandatory) | <p>For all past employment</p> <ul style="list-style-type: none"> ➤ Appointment Letters/Offer Letter, ➤ Relieving Letters, ➤ Experience / Service Certificate, |
| Other Documents (all Documents are Mandatory) | <ul style="list-style-type: none"> ➤ Photographs: 8 Passport Size [White Background] + Soft copy of the same ➤ Blood Group Certificate ➤ Hardcopy of the Resume |

ANNEXURE – B

SALARY BREAK UP

| COMPONENTS | Per Month (INR) | Per Annum (INR) |
|--|-----------------|-----------------|
| Total Base Salary (A+B) | 23,379 | 2,80,549 |
| A.Total Fixed Salary | 16,529 | 1,98,346 |
| A1. Basic | 10,521 | 1,26,247 |
| A2. HRA | 4,208 | 50,499 |
| A3. Provident Fund (Employer Contribution) | 1,800 | 21,600 |
| B.Total Flexible Pay | 6,850 | 82,203 |
| C. Medical Insurance Premium* | | 5,295 |
| D. Gratuity | | 6,070 |
| E. Statutory Bonus | | 16,800 |
| Total Annual Cost To Company (CTC) (A+B+C+D+E) | | 3,08,714 |

| Flexible Pay Upper Limits | | |
|--|-----------|-----------|
| COMPONENTS | Per Month | Per Annum |
| B1. Medical | 1,250 | 15,000 |
| B2. Telephone | 3,000 | 36,000 |
| B3. Training | 2,500 | 30,000 |
| B4. Children's Education Allowance | 200 | 2,400 |
| B5(a). Conveyance Allowance | 1,600 | 19,200 |
| B5(b). Fuel Charges (4W) (upto 1.6L CC) | 1,800 | 21,600 |
| B5(c). Fuel Charges (4W) (more than 1.6L CC) | 2,400 | 28,800 |
| B6. LTA | 5,000 | 60,000 |
| Total Flexi Limits | 14,350 | 1,72,200 |

Flexible Pay Salient Features:

- *Flexible Pay is a part of your salary.*
- *Flexible Pay would be paid to you subject to the Upper Limits, if you Declare and Claim the same, along with relevant supporting documents, as per stipulated process. Such amount would not attract tax.*
- *If you do not Declare for Flexible Pay, your eligible Flexible Pay amount will be taxed and paid to you along with Monthly Salary.*
- *If you Declare and then do not Claim your Flexible Pay, the said Flexible Pay amount will be taxed and paid to you at the end of the financial year.*

Notes:

- The 'Total Flexible Pay' mentioned above in the Salary Structure is as per the upper limits of the Flexible Pay. The Income Tax exemption on B5 is calculated based on **the option (any One) you choose:-** i.e. (5 a) Conveyance Allowance **or** (5 b) Fuel Charges (4W) (upto 1.6L CC) **or** (5 c) Fuel Charges (4W) (more than 1.6L CC).
- Flexible Pay (with respect to Telephone reimbursement, Training reimbursement) is exempted from Income Tax, if reimbursed on actual expenditure incurred by an Employee. To claim the tax exemption, an Employee needs to produce adequate supporting documents with regard to actual expenditure incurred. Unclaimed Flexible Pay amount (if any) would be paid after relevant tax deductions at the end of the financial year or as requested by an Employee, which will be paid along with the salary for the respective month.
- With respect to Leave Travel Allowance (LTA), if an Employee needs to claim tax exemptions from Income tax, then they would need to comply with the Income tax Act along with its rules. Unclaimed LTA amount (if any) would be paid to them after relevant tax deductions at the end of the financial year or as requested by an Employee, along with the salary payable for the respective month.
- All claims pertaining to Flexible Pay needs to be made to Finance Department in the required Form, on or before 15th day of a Month.
- If the Associate does not wish to declare to claim the Flexible pay, the said Flexible amount will be added to the Executive Allowance which is part of the Fixed Salary and the same would be taxed and paid along with monthly salary.
- Gratuity is applicable as per the provisions of the 'The Payment of Gratuity Act-1972'
- Medical Insurance Premium* : You will be eligible for Valtech Group Medclaim Insurance scheme under which yourself, family and parents are covered for Rs.2,00,000/- for Medclaim; Yourself covered for Rs.20,00,000/- under Accident Insurance and Rs.5,00,000/- under Group Term Life Insurance. Coverage under Group Medclaim Insurance scheme is optional to employees.

Yours truly,
for **Valtech India Systems Private Limited**

Ramachandra Kodi
Head - Human Relations

Place: Bangalore
Date:

Name: Swathi V Raidurg
Date:

Signature:



Offer: Computer Consultancy
Ref: TCSL/CT20172238365/Bangalore
Date: 10/01/2018

Ms. Swathi S
#30Shivara,
Gurugadahalli(Po),
Tiptur-572201,
Karnataka.
Tel# -

Dear Swathi S,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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TCSL/CT20172238365

1



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to 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 ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Conveyance Allowance

You will be eligible for a conveyance allowance of ₹800/- per month.

3. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or 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.

4. Sundry Medical Reimbursement

You will be eligible for reimbursement of sundry medical expenses incurred by you for you and your family. You are eligible for ₹6,000/- per annum or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail tax benefit you may submit medical bills for the same at the end of each calendar quarter. At the end of the financial year, the unavailed amount will be taxable.



5. Personal Allowance

You will be eligible for a monthly personal allowance of of ₹6,270/- per month. This component is subject to review and may change as per TCSL's compensation policy.

6. 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 Initial Learning Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.



OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹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.

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TATA CONSULTANCY SERVICES

WYDEHI 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



Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expense-s towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.



2. Disclaimer

Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.



6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.



11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.



15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Permanent Account Number (PAN) Card
You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
- An affidavit/notarised undertaking stating:
*There is no criminal offence registered/pending against you



*There is no disciplinary case pending against you in the university

*If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) at our offices, as identified, for such period as TCSL may decide. The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.



Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCSL Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

| | |
|-----------------------|---|
| Name | Swathi S |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|----------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 10,200 | 1,22,400 |
| Bouquet Of Benefits # | 13,000 | 1,56,000 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,224 | 14,688 |
| Gratuity | 490 | 5,887 |
| Total of Annual Components & Retirals | 1,715 | 28,475 |
| Retention Incentive | NA | 0 |
| TOTAL GROSS | 27,415 | 3,36,875 |

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

| Component Category | Monthly | Annual |
|----------------------------------|----------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Conveyance Allowance | 800 | 9,600 |
| Leave Travel Assistance | 850 | 10,200 |
| Sundry Medical Reimbursement | 500 | 6,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 6,270 | 75,240 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |



Annexure 2

Regional Offices

| | |
|--|---|
| <p>Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601</p> | <p>Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114</p> |
| <p>Chennai Lead- Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555</p> | <p>Delhi Lead-Talent Acquisition Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735</p> |
| <p>Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222</p> | <p>Kolkata Lead-Talent Acquisition TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003</p> |
| <p>Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001</p> | <p>Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190</p> |
| <p>Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107</p> | <p>Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499</p> |



Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.



2. Retainer/Consultant's Obligations

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of Retainer/Consultant-ship, the Retainer/Consultant agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

The Retainer/Consultant agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and the Retainer/Consultant hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests the Retainer/Consultant may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.



4. Prior knowledge

The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines

The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Retainer/Consultant's Rights

The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.



9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.

January 08, 2018

To,
Syed Mohamed Ghouse
Reva University
Rukmini Knowledge Park, Kattigenahalli,
Yelahanka, Bangalore-560064

Offer Letter

Dear Syed Mohamed Ghouse,

Further to the discussion we had, we are pleased to offer you an employment as "Senior Relationship Manager-MFA" at a fixed pay of Rs 3,50,000 per annum in our Mutual Fund Department and at South Region. You will be on probation for a period of six months or such extended period as may be decided by the company.

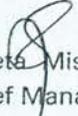
You shall be required to join the Company tentatively during the period of May 2018 to October 2018 at the above mentioned location. Your actual date of joining & induction plan will be communicated to you at least 15 days before your joining through your placement coordinator. Your detailed letter of appointment mentioning terms and conditions of the employment will be provided on your joining. Please note that this offer of employment is subject to successful completion of your course and to your acquiring knowledge specified by competent authorities from time to time. You are also required to complete and submit your NISM Series V-A (Mutual Fund Distributors Certification) on or before your date of joining. This offer may be discontinued without any further notice if you fail to fulfill the criteria stated above or any irregularities are found.

Your fixed pay details are enclosed herewith in Annexure 1.

For any further details you may get in touch with your Regional HR Manager- Madhuri S on 022-40701290 or drop an email at madhuri.shyamdasani@icicisecurities.com.

Please acknowledge the offer by accepting a copy of this letter for our official records.

Yours truly,
For ICICI Securities Ltd


Sweta Mishra
Chief Manager - Human Resources

Received.
Syed Mohamed Ghouse
MBA
9591379986.

Member of National Stock Exchange of India Ltd. & Bombay Stock Exchange Ltd.
Capital Market : NSE Regn. No. INB 230773037, BSE Regn. No. INB 011286954
Futures & Options : NSE Regn. No. INF 230773037, BSE Regn. No. INF 010773035
Currency Derivatives : NSE Regn. No. INE 230773037
CIN No.: U67120MH1995PLC086241

ICICI Securities Limited
Registered Office (Institutional):
ICICI Centre, H. T. Parekh Marg,
Churchgate, Mumbai 400 020, India.
Tel (91 22) 2288 2460/70
Fax (91 22) 2288 2445

Corporate Office (Retail):
Shree Sawan Knowledge Park, Plot No. D-507,
T.T.C. Ind. Area, M.I.D.C., Turbhe, Navi Mumbai - 400 705
Tel (91 22) 4070 1000
Fax (91 22) 4070 1022

Name of Compliance Officer (Broking Operations) : Ms. Mamta Jayaram Shetty
Email Address: complianceofficer@icicisecurities.com / Tel (91 22) 4070 1000
Website Address: www.icicisecurities.com / www.icicidirect.com



Annexure 1

| REMUNERATION DETAILS | | |
|---|-----------------------------------|----------------|
| NAME | Syed Mohamed Ghouse | |
| JOB TITLE | Senior Relationship Manager - MFA | |
| GRADE | E | |
| Components | Monthly | Annually |
| Basic | 10,208 | 122,500 |
| HRA | 5,104 | 61,250 |
| Transport Allowance | 1,600 | 19,200 |
| Medical Reimbursement | 1,250 | 15,000 |
| Leave Travel Assistance | 2,126 | 25,521 |
| Personal Pay | 7,652 | 91,829 |
| Retiral Benefits | | |
| Employer's Contribution to PF | 1,225 | 14,700 |
| Total Fixed Pay | 29,166 | 350,000 |
| ** Gratuity is payable after completion of 5 years of continuous service. | | |

2018-18-90



Extramarks Education India Private Limited
D-180, Sector-63, Noida, U.P. - 201301, India
Ph. : +91-120-4175300

Date : 08-Jan-2018
Name : Syed Musaddiq
Location: Karnataka,
Address: Reva University, Kattigenahalli, Yelahanka, Bangalore-560063, Bangalore, Karnataka - 560063

Dear Syed Musaddiq, EXTRM8062020107

Subject: Offer letter of employment as **Business Development Executive**.

With reference of your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company (CTC) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible as but not later than **27-Jan-2018**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

As the first step to joining, we would require you to kindly upload the following documents.

- Copies of Educational Certificates.
- Passport size photographs.
- Last payslip received from the previous employer.
- Clearance from previous employer.
- Address Proof.
- Identification Proof (PAN Card/Driving License/Voter ID/Passport Copy).
- PF documents (Form 11 & Form 2).
- Reference sheet form.
- Adherence to Anti-Corruption Policy.

The URL for the link is: <https://careers.extramarks.com/index/filldetail/refId/MjU1NjUzMjI=>

You would also need to upload a scanned copy of this letter with your acceptance. In case you need any help or have any query, do let us know.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

You agree, acknowledge and authorize the Company to carry out necessary verification, background check on you (which may be carried out by a third party) from your institution, college, previous employer etc. Should the Company receive any negative feedback during such verification, background check, the Company shall be well within its right to withdraw/terminate this offer letter (including your appointment, if made) without any legal liability on the Company.

We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead!

Sincerely,

HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before **27-Jan-2018**

Accepted

Registered Office : 506, Surya Kiran Building, 19 K.G. Marg, Connaught Place, New Delhi - 110 001.
Ph. : +91-011-40392333 / Fax : +91-011-23733114/ CIN : U80900DL2015FTC283323 / www.extramarks.com



January 08, 2018

To,
Talisha Hussian
Rava University
Rukmini Knowledge Park, Kattigenahalli,
Yelahanka, Bangalore-560064

Offer Letter

Dear Talisha Hussian,

Further to the discussion we had, we are pleased to offer you an employment as "Senior Relationship Manager-MFA" at a fixed pay of Rs 3,50,000 per annum in our Mutual Fund Department and at South Region. You will be on probation for a period of six months or such extended period as may be decided by the company.

You shall be required to join the Company tentatively during the period of May 2018 to October 2018 at the above mentioned location. Your actual date of joining & induction plan will be communicated to you at least 15 days before your joining through your placement coordinator. Your detailed letter of appointment mentioning terms and conditions of the employment will be provided on your joining. Please note that this offer of employment is subject to successful completion of your course and to your acquiring knowledge specified by competent authorities from time to time. You are also required to complete and submit your NISM Series V-A (Mutual Fund Distributors Certification) on or before your date of joining. This offer may be discontinued without any further notice if you fail to fulfill the criteria stated above or any irregularities are found.

Your fixed pay details are enclosed herewith in Annexure 1.

For any further details you may get in touch with your Regional HR Manager- Madhuri S on 022-40701290 or drop an email at madhuri.shyamdasani@icicisecurities.com.
Please acknowledge the offer by accepting a copy of this letter for our official records.

Yours truly,
For ICICI Securities Ltd


Sweta Mishra
Chief Manager - Human Resources

Member of National Stock Exchange of India Ltd. & Bombay Stock Exchange Ltd.
Capital Market : NSE Regn. No. INF 230773037, BSE Regn. No. INF 011286854
Futures & Options : NSE Regn. No. INF 230773037, BSE Regn. No. INF 010773035
Currency Derivatives : NSE Regn. No. INF 230773037
CIN No.: U67120MH1995PLC096241

ICICI Securities Limited
Registered Office (Institutional):
ICICI Centre, H. T. Parekh Marg,
Churchgate, Mumbai 400 020, India.
Tel (91 22) 2288 2460/70
Fax (91 22) 2288 2445

Corporate Office (Retail):
Shree Sawan Knowledge Park, Plot No. D-507,
T.T.C. Ind. Area, M.I.D.C. Turbhe, Navi Mumbai - 400 705
Tel (91 22) 4070 1000
Fax (91 22) 4070 1022

Name of Compliance Officer (Broking Operations) : Ms. Mamta Jayaram Shetty
Email Address: complianceofficer@icicisecurities.com / Tel (91 22) 4070 1000
Website Address: www.icicisecurities.com / www.icicidirect.com



Annexure 1

| REMUNERATION DETAILS | | |
|---|-----------------------------------|----------------|
| NAME | Talisha Hussian | |
| JOB TITLE | Senior Relationship Manager - MFA | |
| GRADE | E | |
| Components | Monthly | Annually |
| Basic | 10,208 | 122,500 |
| HRA | 5,104 | 61,250 |
| Transport Allowance | 1,600 | 19,200 |
| Medical Reimbursement | 1,250 | 15,000 |
| Leave Travel Assistance | 2,126 | 25,521 |
| Personal Pay | 7,652 | 91,829 |
| Retiral Benefits | | |
| Employer's Contribution to PF | 1,225 | 14,700 |
| Total Fixed Pay | 29,166 | 350,000 |
| ** Gratuity is payable after completion of 5 years of continuous service. | | |



Offer: Computer Consultancy
Ref: TCSL/CT20172238518/Bangalore
Date: 10/01/2018

Mr. Anil G
Nanjireddypalli (V), Gulur (P), Bagepalli (T), Chikkabalapura (Dist), Karnataka.Gulur,
Gulur,
Chikkabalapura-561207,
Karnataka.
Tel# 91-7892852309

Dear Anil 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 **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/CT20172238518

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



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to 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 ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Conveyance Allowance

You will be eligible for a conveyance allowance of ₹800/- per month.

3. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or 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.

4. Sundry Medical Reimbursement

You will be eligible for reimbursement of sundry medical expenses incurred by you for you and your family. You are eligible for ₹6,000/- per annum or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail tax benefit you may submit medical bills for the same at the end of each calendar quarter. At the end of the financial year, the unavailed amount will be taxable.



5. Personal Allowance

You will be eligible for a monthly personal allowance of of ₹6,270/- per month. This component is subject to review and may change as per TCSL's compensation policy.

6. 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 Initial Learning Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.



OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹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.

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TCSL/CT20172238518

4

TATA CONSULTANCY SERVICES

WYDEHI 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



Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expense-s towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.



2. Disclaimer

Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.



6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.



11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.



15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Permanent Account Number (PAN) Card
You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
- An affidavit/notarised undertaking stating:
*There is no criminal offence registered/pending against you



*There is no disciplinary case pending against you in the university

*If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) at our offices, as identified, for such period as TCSL may decide. The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.



Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCSL Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

| | |
|-----------------------|---|
| Name | Anil G |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|----------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 10,200 | 1,22,400 |
| Bouquet Of Benefits # | 13,000 | 1,56,000 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,224 | 14,688 |
| Gratuity | 490 | 5,887 |
| Total of Annual Components & Retirals | 1,715 | 28,475 |
| Retention Incentive | NA | 0 |
| TOTAL GROSS | 27,415 | 3,36,875 |

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

| Component Category | Monthly | Annual |
|----------------------------------|----------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Conveyance Allowance | 800 | 9,600 |
| Leave Travel Assistance | 850 | 10,200 |
| Sundry Medical Reimbursement | 500 | 6,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 6,270 | 75,240 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |



Annexure 2

Regional Offices

| | |
|--|---|
| <p>Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601</p> | <p>Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114</p> |
| <p>Chennai Lead- Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555</p> | <p>Delhi Lead-Talent Acquisition Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735</p> |
| <p>Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222</p> | <p>Kolkata Lead-Talent Acquisition TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003</p> |
| <p>Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001</p> | <p>Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190</p> |
| <p>Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107</p> | <p>Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499</p> |



Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.



2. Retainer/Consultant's Obligations

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of Retainer/Consultant-ship, the Retainer/Consultant agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

The Retainer/Consultant agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and the Retainer/Consultant hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests the Retainer/Consultant may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.



4. Prior knowledge

The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines

The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Retainer/Consultant's Rights

The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.



9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.



Offer: Computer Consultancy
Ref: TCSL/CT20172238238/Bangalore
Date: 10/01/2018

Mr. Nisar Baig Mohammed
#73,5th B Cross,5th Main, Kuvempu Nagar, KattiganehalliYelahanka,
All Mart,
Bengaluru-560064,
Karnataka.
Tel# -

Dear Nisar Baig Mohammed,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/CT20172238238

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TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to 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 ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Conveyance Allowance

You will be eligible for a conveyance allowance of ₹800/- per month.

3. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or 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.

4. Sundry Medical Reimbursement

You will be eligible for reimbursement of sundry medical expenses incurred by you for you and your family. You are eligible for ₹6,000/- per annum or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail tax benefit you may submit medical bills for the same at the end of each calendar quarter. At the end of the financial year, the unavailed amount will be taxable.



5. Personal Allowance

You will be eligible for a monthly personal allowance of of ₹6,270/- per month. This component is subject to review and may change as per TCSL's compensation policy.

6. 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 Initial Learning Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.



OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹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.

TCS Confidential

TCSL/CT20172238238

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TATA CONSULTANCY SERVICES

WYDEHI 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



Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expense-s towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.



2. Disclaimer

Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.



6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.



11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.



15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Permanent Account Number (PAN) Card
You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
- An affidavit/notarised undertaking stating:
*There is no criminal offence registered/pending against you



*There is no disciplinary case pending against you in the university

*If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) at our offices, as identified, for such period as TCSL may decide. The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.



Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCSL Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

| | |
|-----------------------|---|
| Name | Nisar Baig Mohammed |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|----------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 10,200 | 1,22,400 |
| Bouquet Of Benefits # | 13,000 | 1,56,000 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,224 | 14,688 |
| Gratuity | 490 | 5,887 |
| Total of Annual Components & Retirals | 1,715 | 28,475 |
| Retention Incentive | NA | 0 |
| TOTAL GROSS | 27,415 | 3,36,875 |

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

| Component Category | Monthly | Annual |
|----------------------------------|----------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Conveyance Allowance | 800 | 9,600 |
| Leave Travel Assistance | 850 | 10,200 |
| Sundry Medical Reimbursement | 500 | 6,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 6,270 | 75,240 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |



Annexure 2

Regional Offices

| | |
|--|---|
| <p>Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601</p> | <p>Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114</p> |
| <p>Chennai Lead- Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555</p> | <p>Delhi Lead-Talent Acquisition Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735</p> |
| <p>Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222</p> | <p>Kolkata Lead-Talent Acquisition TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003</p> |
| <p>Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001</p> | <p>Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190</p> |
| <p>Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107</p> | <p>Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499</p> |



Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.



2. Retainer/Consultant's Obligations

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of Retainer/Consultant-ship, the Retainer/Consultant agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

The Retainer/Consultant agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and the Retainer/Consultant hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests the Retainer/Consultant may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.



4. Prior knowledge

The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines

The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Retainer/Consultant's Rights

The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.



9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.

Ph. 23236351, 23232701, 23237721, 23234116

www.ugc.ac.in



विश्वविद्यालय अनुदान आयोग
बहादुरशाह जफर मार्ग
नई दिल्ली-110 002

UNIVERSITY GRANTS COMMISSION
BAHADURSHAH ZAFAR MARG
NEW DELHI-110 002

BY SPEED POST

F. No. 8-17/2013(CPP-I/PU)

February, 2017

The Registrar
Reva University,
Rukmini Knowledge Park,
Kattigenahalli,
Yelahanka,
Bangalore-560064.

1 MAR 2017

Subject: **Compliance submitted by the University in respect of the observations/ suggestions given by the UGC's inspection Committee.**

Sir,

This has reference to the visit of the UGC's inspection Committees to the University on **08-09th September, 2016** and subsequent compliance submitted by the University in respect of the observations/suggestions given by the UGC's inspection Committee/Compliance Verification Committee. The report of the inspection Committee/Compliance Verification Committee along with the compliance submitted by the University was placed before Committee of UGC members for consideration. The Committee recommended as under:-

"The Committee accepted the compliance submitted by the University in respect of the observations/suggestions given by the UGC's inspection Committee and AICTE Expert Committee.

The University is advised to get NAAC accreditation at the earliest."

The above recommendations of the Committee along with the Report of the UGC inspection Committee were placed before the Commission in its 521st {Item No. 2.09} held on 22nd February, 2017. The Commission approved the recommendations of the Committee.

Yours faithfully,

(Kundla Mahajan)
Under Secretary

2018-18 → 129

NEUDESIC™

Corp Office: Unit No.101, B-9, K Raheja Mind space IT Park, Madhapur, Hyderabad -500 081 • Ph. +91 40 40072112 • www.neudesic.com

18 December 2018

Ujwal K M

Employment offer

Dear Ujwal K M, NDSC18/22018/09

We are very happy that you have approached us, "Neudesic" for employment. As a result of our recent discussions and after careful consideration, we would like to extend an offer of employment to you as **Associate Consultant** if you choose to accept this offer before **20 December 2018**. Your date of joining would be on or before 31 December 2020 and will be intimated to you after the successful completion of your current educational program. The compensation and terms of employment are set forth below:

Your compensation will be **INR 360000/- per annum**, (compensation structure given in Annexure I), less taxes and deductions as applicable by the Govt. of India for all required withholdings, and paid in accordance with the Company's normal payroll procedures. Your compensation will be paid monthly basis.

Our work culture is informal and we try to encourage self-motivated individuals. We will try and make every effort to ensure that you have an atmosphere that brings out the best in you. As a responsible employee, you would be required to work not less than 45 hours per week. As a company employee, you will be required to follow the corporate rules and policies. You may not disclose confidential company information to unauthorized third parties.

We have prepared a formal Employment Agreement for your review and acceptance which details the complete terms of your employment with Neudesic available in Annexure II. This letter and the Employment Agreement form the complete and exclusive statement of employment between you and the Company. These employment terms supersede any other agreements, understandings, promises, or communications, written or oral, by or on behalf of the Company. The terms and conditions of your employment will be in accordance with the Company's policies and procedures which you are required to peruse before joining.

If you choose to accept this offer of employment, please revert to our mail within 2 days confirming your acceptance. We hope you accept this offer and we look forward to working with you.

Sincerely,

Ishita Panda
Manager, Human Capital Management
Neudesic Technologies Private Limited

EMPLOYEE STATEMENT:

I agree with and accept the terms set forth in this letter.

Print Name

Signature

Date

GL08-FM-PD-060

REF#GLU 09/13/2017

Dear Ujwal P

Subject: Offer of Employment with GlobalLogic India Ltd.

Congratulations on your selection at GlobalLogic!

We are delighted to offer you the position of **Trainee Software Engineer, Band X, TE00** at GlobalLogic India Limited (hereinafter "**GlobalLogic**" or "**Company**"). You will be based in and work from **Bangalore** however, based on the position's requirements; you may be required to work anywhere in India or abroad. Your joining date would be **5th July 2018**. Your detailed salary structure is attached as per Annexure

Some of the important terms and conditions of your employment are as follows:

1. You will be on training for a period of 6 months and may be confirmed as a regular employee upon successful completion of your training period. Your confirmation will be based on your positive contribution to the Company's objectives. The period of training can be extended on the sole discretion of Company, based on your performance. Your employment with the Company is subject to your meeting the qualifying criteria during and at the end of training.
2. During this training period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training can be terminated. Appointment Letter will be issued based on successful completion of training period. On confirmation as a regular employee, you will be governed by the company's terms and conditions of employment.
3. On successful completion of your training period, company reserves the right to align you with appropriate job family or technology based on business/organization needs.
4. You are requested to furnish true and correct information pertaining to your qualification, experience & other details on the day of joining as per details mentioned in Annexure 2.
5. You will bear income tax, if any, which will be deducted from your salary.
6. You will abide by all the rules, regulation and policies of the company. The Company reserves the right to amend such policies, as needed from time to time.
7. Our offer to you as Trainee Software Engineer is subject to your successfully completing the degree course and producing all mark sheets at least till the penultimate semester on the day that you join GlobalLogic. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at our discretion.

Confidential/Ver 1.0



Mailing | Aravindya Techno Park, Ground Floor, No. 147, Old Airport Road, Kodihalli, Bangalore 560008, India



Registered | 207 Gupta Arcade, Plot No. 5, L.S.C., Mayur Vihar Phase 1 Extension, Delhi 110091, India



Phone | 91.80.4257.6000
Fax | 91.80.4257.6002



Web | www.globallogic.com
Mail | info@globallogic.com



CIN | U74899DL2000PLC109036
GlobalLogic India Limited

REF#GLJ

Annexure 1

| Salary Structure | |
|--|---------------------------|
| Name : | Ujjwal P |
| Designation : | Lead Software Engineer |
| Band : | Grade: 1E00 |
| WEF : | 5 th July 2018 |
| Location : | |
| Section A - Gross Fixed Salary Break Up | |
| Monthly Components (In Rs.) | |
| Basic | 17,917 |
| House Rent Allowance | 8,958 |
| Conveyance Allowance | 1,600 |
| Medical Reimbursement # | 1,250 |
| Mobile Reimbursement* | - |
| Broadband/Internet Reimbursement* | - |
| Meal Vouchers** | - |
| Statutory Bonus(As per Payment of Bonus (Amendment) Act, 2015) | 1,800 |
| Special Allowance | 2,509 |
| Total Monthly (A) | 34,034 |
| Total Monthly Annualised (B) | 408,404 |
| Annual Components (In Rs.) | |
| LTA* | 0 |
| Provident Fund (As per the PF Act 1952) | 21,600 |
| National Pension Scheme~ | 0 |
| Total Annualised (C) | 21,600 |
| Total Fixed Annual Gross Salary (B + C) | 430,004 |
| Section B - Additional Benefits | |
| Retirals & Health Benefits (Annualized Amount) | |
| Gratuity | 10,337 |
| Mediclaim Insurance of Rs. 3 Lacs | 12,116 |
| Total of Section B | 22,453 |
| Total CTC (Section A + B) | 452,457 |
| In addition to Mediclaim, employee will be covered under below additional benefits - | |
| 1. Group Term Life Insurance worth Rs. 10 Lacs | |
| 2. Group Personal Accident Insurance worth Rs. 2.5 Lacs | |
| * On declaration and subject to bills. | |
| ** Against Declaration & meal coupons issued upon completion of the month. | |
| # Against bills | |
| ~ NPS can be availed max upto 10% of basic. Amount less than 10% of basic will be rounded off to nearest 100 value | |
| For GlobalLogic India Limited | |
|  Arun Singh Director-People Development | |

Confidential/Ver 1.0

Date: July 25, 2017

Ref: LTI/HR/Campus/2018

Name: Ullaash Jai

College: Reva Institute Of Science And Management, Bangalore

OFFER OF EMPLOYMENT

Dear Ullaash Jai,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Associate Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be **Rs.2,48,000/-** as per the details mentioned in '**Annexure-1**'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in '**Annexure-2**'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. **Increments and Promotions**

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. **Overseas Deputation/International Assignment**

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. **Documents**

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

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| R17MCE12 | Kiran Warad | Structural Engineering | 8277047477 |
| R17MCE18 | Mohammed Umer | Structural Engineering | 8660031062 |
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| R17MCS08 | NETHRA B R | CSE | 9844013349 |
| R17MCS09 | Nitya Sree . P | CSE | 7022584199 |
| R17MCS16 | Sushmitha S | CSE | 8904623907 |
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| R17MDC03 | GOURISH MALAGE | DECC | 8197449154 |
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| gourishmalage@gmail.com | 77.28 | 76.5 | 62.77 | 9.0 |
| gourishmalage@gmail.com | 77.28 | 76.5 | 62.77 | 9.0 |
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| rashmi87onkar@gmail.com | 55% | 48% | 54% | 9 |
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| premalatanaidu@gmail.com | 73.76 | 69.83 | 75.53 | 9.6 |
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| 1 | MACHINE DESIGN | CHAITHRA S G | FEMALE | 7/12/1995 | 65.12 | 66.96 | 64.59 |
| 2 | MACHINE DESIGN | J RICHARDSON | MALE | 1/1/1995 | 82 | 68 | 69 |
| 3 | MACHINE DESIGN | KIRAN KUMAR G | MALE | 7/22/1995 | 73.5 | 74.5 | 67.3 |
| 4 | MACHINE DESIGN | RAVI TEJA K S | MALE | 2/22/1995 | 71.2 | 60 | 65.05 |
| 5 | MACHINE DESIGN | SUNIL B K | MALE | 8/31/1993 | 87.2 | 51.5 | 61.9 |
| 6 | MACHINE DESIGN | VIKRAM BABU | MALE | 6/23/1995 | 86.4 | 80.8 | 70.5 |
| 7 | MACHINE DESIGN | ZAHID SIDDIQUE | MALE | 10/6/1995 | 81 | 84 | 78 |
| 8 | MTECH CSE | LAXMI JADHAV | FEMALE | 04-07-1991 | 66.88% | 57.66% | 52.44% |
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| 1 | Aswathy VN | 1DA17SCN03 | puter Netwo | F | 4/12/1994 | 95.2 | 79 |
| 2 | Divya R | 1DA17SCN06 | puter Netwo | F | 20/04/1995 | 94.24 | 75.5 |
| 3 | Megha. S | 1DA17SCN09 | puter Netwo | F | 24/02/1995 | 83.84% | 65.67% |
| 4 | Nayana S | 1DA17SCN10 | puter Netwo | F | 11/5/1995 | 78.4 | 77.8 |
| 5 | Rashmi K M | 1DA17SCN12 | puter Netwo | F | 23/01/1995 | 56 | 45 |
| 6 | Bhandavya H G | 1DA17SCN04 | puter Netwo | F | 25/08/1995 | 75.54 | 63.83 |
| 7 | Poornima G H | 1DA17SCN11 | puter Netwo | F | 7/6/1995 | 86.66 | 79.22 |
| 8 | Devamani N D | 1DA17SCN05 | puter Netwo | F | 27/04/1995 | 83.46 | 64.144 |
| 9 | Santhosh S | 1DA17SCN13 | puter Netwo | M | 11/6/1993 | 76.6 | 47 |
| 10 | Siddayya S R | 1DA17SCN15 | puter Netwo | M | 19/7/1986 | 69 | 64 |
| 11 | Ashwin C S | 1DA17SCN02 | puter Netwo | M | 12/3/1995 | 8.8 CGPA | 75.5 |
| 12 | Sharon Priyanka P | 1DA17SCN14 | puter Netwo | F | 1/2/1995 | 86.72 | 76 |
| 13 | Syeda Misba | 1DA17SCN16 | puter Netwo | F | 8/12/1994 | 68 | 58 |
| 14 | Anitha Kumari S | 1DA17LVS01 | SI & Embedd | F | 14/07/1993 | 80.48 | 60 |
| 15 | Arpitha B V | 1DA17LVS02 | SI & Embedd | F | 5/12/1995 | 92.16 | 85.66 |
| 16 | Bharathi S | 1DA17LVS03 | SI & Embedd | F | 24/2/1995 | 78.88 | 63.66 |
| 17 | Chinthana K S | 1DA17LVS04 | SI & Embedd | F | 9/12/1995 | 89.6 | 84.33 |
| 18 | Dileep kumar T | 1DA17LVS05 | SI & Embedd | M | 12/12/1995 | 73.76 | 65.83 |
| 19 | Madhukar G | 1DA17LVS06 | SI & Embedd | M | 12/4/1995 | 81.6 | 67.5 |
| 20 | Nandini K | 1DA17LVS07 | SI & Embedd | F | 1/2/1996 | 88.8 | 87.16 |
| 21 | Narendra N | 1DA17LVS08 | SI & Embedd | M | 12/5/1995 | 78.24 | 64.53 |
| 22 | Neethu Shankar R S | 1DA17LVS09 | SI & Embedd | F | 18/4/1995 | 78 | 58 |
| 23 | Prathima N | 1DA17LVS10 | SI & Embedd | F | 28/3/1994 | 79.5 | 69 |
| 24 | Ranjan H K | 1DA17LVS11 | SI & Embedd | M | 2/11/1994 | 80.16 | 73.66 |
| 25 | Santhosh Reddy S | 1DA17LVS12 | SI & Embedd | M | 10/1/1995 | 53.44 | 52.5 |
| 26 | Ranjitha R | 1DA17LEL02 | Electronics | F | 26/11/1995 | 84.8 | 68.82 |
| 27 | ARPITHA.K | 1DA147SCS01 | mputer Scier | F | 6/26/1995 | 95.46 | 68 |
| 28 | ARUNKUMAR.AV | 1DA147SCS02 | mputer Scier | M | 7/26/1994 | 72.54 | 44 |
| 29 | ARUNA BANNI | 1DA147SCS03 | mputer Scier | F | 7/28/1993 | 77.92 | 72.14 |
| 30 | JEEVITHA.H.M | 1DA147SCS04 | mputer Scier | F | 4/11/1996 | 73 | 55 |
| 31 | LOKARANJAN.D | 1DA147SCS05 | mputer Scier | M | 6/23/1995 | 83.33 | 68.7 |
| 32 | MEGHANA.K.S | 1DA147SCS06 | mputer Scier | F | 1/10/1996 | 77 | 49 |
| 33 | NITHYASHREE.B | 1DA147SCS07 | mputer Scier | F | 5/10/1987 | 89 | 86 |
| 34 | PADMAVATHI.R.M | 1DA147SCS08 | mputer Scier | F | 12/14/1995 | 68 | 57 |
| 35 | POOJA DESHPANDE | 1DA147SCS09 | mputer Scier | F | 6/29/1996 | 80.8 | 79.33 |
| 36 | RAHUL KUMAR | 1DA147SCS10 | mputer Scier | M | 5/13/1995 | 91.2 | 73.6 |
| 37 | ROHINI.C | 1DA147SCS11 | mputer Scier | F | 5/13/1995 | 89 | 70 |
| 38 | SAHANA.M | 1DA147SCS12 | mputer Scier | F | 9/8/1995 | 75 | 53 |
| 39 | SIDDAPRASAD V GANGANAVAR | 1DA147SCS13 | mputer Scier | M | 9/15/1995 | 85.9 | 61 |
| 40 | SINDHU.V.S | 1DA147SCS14 | mputer Scier | F | 3/11/1995 | 74.5 | 58 |

| | | | | | | | |
|----|--------------------|-------------|-----------------|---|------------|-----------|-----------|
| 41 | SUSHMA.B.A | 1DA147SCS15 | Computer Scie | F | 8/3/1995 | 64 | 62 |
| 42 | VIDYA.R | 1DA147SCS16 | Computer Scie | F | 10/21/1988 | 73.12 | 71 |
| 43 | YASHOMATHI.K.S | 1DA147SCS17 | Computer Scie | F | 5/5/1996 | 73.92 | 55 |
| 44 | CHAITRA P | 1DA17LDN01 | Communication & | F | 28/02/1992 | 92.8 | 92.5 |
| 45 | MEGHANA J | 1DA17LDN02 | Communication & | F | 27/10/1994 | 86.08 | 63.33 |
| 46 | PRADEEP SHARMA S | 1DA17LDN03 | Communication & | M | 31/10/1994 | 74 | 61 |
| 47 | PRIYANKA BRAHMERI | 1DA17LDN04 | Communication & | F | 4/12/1995 | 80 | 73.8 |
| 48 | SHAILAJA S | 1DA17LDN05 | Communication & | F | 20/05/1995 | 77.28 | 74.88 |
| 49 | SHILPA | 1DA17LDN06 | Communication & | F | 21/6/1986 | 60 | 50 |
| 50 | VINDYA SHREE M P | 1DA17LDN07 | Communication & | F | 21/03/1991 | 78.2 | 81 |
| 51 | YOGEEESH M | 1DA17LDN08 | Communication & | M | 9/3/1995 | 88.16 | 74.44 |
| 52 | BHARGAVI B M | 1DA17MMD01 | Machine Desig | F | 14/3/1996 | 63.400002 | 59.16 |
| 53 | GIRISH H C | 1DA17MMD02 | Machine Desig | M | 13/4/1996 | 65.760002 | 62.330002 |
| 54 | HEMANTHKUMAR M | 1DA17MMD03 | Machine Desig | M | 13/5/1995 | 87.360001 | 68.330002 |
| 55 | KUSHAL R | 1DA17MMD04 | Machine Desig | M | 5/7/1995 | 82.239998 | 56.330002 |
| 56 | MAHADEVASWAMY | 1DA17MMD05 | Machine Desig | M | 13/12/1994 | 69.279999 | 57.330002 |
| 57 | MANJUNATH | 1DA17MMD06 | Machine Desig | M | 16/6/1995 | 67.519997 | 67.830002 |
| 58 | NANDA B S | 1DA17MMD07 | Machine Desig | M | 12/5/1996 | 86.559998 | 67.160004 |
| 59 | NAVEEN B R | 1DA17MMD08 | Machine Desig | M | 13/2/1996 | 82.559998 | 62.330002 |
| 60 | RAVIKUMAR BIRADAR | 1DA17MMD09 | Machine Desig | M | 29/2/1992 | 85.440002 | 67.5 |
| 61 | ROHAN H M | 1DA17MMD10 | Machine Desig | M | 13/3/1994 | 80.32 | 69.5 |
| 62 | VEERESHA KALLAMAT | 1DA17MMD11 | Machine Desig | M | 1/6/1994 | 87.360001 | 72.660004 |
| 63 | VIJAYAKUMAR MALLUR | 1DA17MMD12 | Machine Desig | M | 3/10/1995 | 74.400002 | 67.330002 |
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|-------------|------------|-----------------|-----------------------|---------------------------------------|
| 91% | 73% | 68% | 74% | Digital Electronics and Communication |
| 82.56% | 58.33% | 73% | 75.77% | Digital Electronics and Communication |

RNSIT

| Sl.No | USN | Name | Branch | 10% | 12% | UG% |
|--------------|------------|------------------------------|---------------|------------|-------------|------------|
| 1 | 1rn17vs01 | Arjun B | VLSI | 88% | 80% | 64% |
| 2 | 1RN17LVS03 | DEEPIKA K L | VLSI | 85.60% | 80.50% | 76.34% |
| 3 | 1RN17LVS07 | Rakshith kumar H | VLSI | 81.60% | 74% | 56.80% |
| 4 | 1RN17LVS08 | Suhas.S | VLSI | 64.48 | NA | 67.45 |
| 5 | 1RN17SCS02 | Anusha K | CSE | 78.24 | 75(diploma) | 69 |
| 6 | 1RN17SCS03 | Bhagirathi Y N | CSE | 76 | 65.5 | 74.5 |
| 7 | 1RN17SCS04 | Heerah | CSE | 82.4 | 65 | 71 |
| 8 | 1RN17SCS05 | PRAVEEN S R | CSE | 85% | 64% | 58% |
| 9 | 1RN17SCS06 | Sabiha khanam | CSE | 88% | 65% | 58% |
| 10 | 1RN17SCS08 | Santhosh K | CSE | 87.52 | 75 | 61 |
| 11 | 1RN17SCS10 | SHREYA KULKARNI | CSE | 71 | 64 | 56 |
| 12 | 1RN17SCS11 | Shrinidhi G S | CSE | 92 | 81 | 58.5 |
| 13 | 1RN17SCS13 | Sushmashree.S | CSE | 80.32 | 70.83 | 70.24 |
| 14 | 1RN17SCS14 | Vijayalaxmi R Rudraswamimath | CSE | 88.96% | 71% | 53.50% |

| PG% | Mobile No. | Email ID |
|-----------------|-------------------|----------------------------|
| 71.57% | 7411663677 | arjunb155539@gmail.com |
| 81.43% | 8095944172 | kldeepikak@gmail.com |
| 60% | 8892280214 | rakshithkumar108@gmail.com |
| NA | 8553744104 | sahas0058@gmail.com |
| 77 | 9986823787 | k.anusha3916@gmail.com |
| 70 | 8296499917 | bhagirathiyn173@gmail.com |
| 79 | 7676706971 | heerah1493@gmail.com |
| 60% | 9535857917 | praveensr42@gmail.com |
| 7.1(CGPA) | 8904267041 | sabihamasb@gmail.com |
| 70.71 | 7829596692 | sant Yadav19@gmail.com |
| 68 | 9901060110 | shreyikulkarni@gmail.com |
| 70 | 7829978709 | shrinidhigs96@gmail.com |
| 70 | 9481245185 | Sushmashree21@gmail.com |
| 70.14%(1st sem) | 9739502462 | vijju.rdmath@gmail.com |

College/Institute Name: REVA
UNIVERSITY, BANGALORE

Date: 11-01-2018

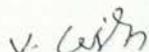
Subject: Expression of Interest - Campus

Dear V. GIREESH.

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of <Rep-Operations> provided you successfully complete your graduation and fulfill other requirements. This letter is intended only as an overview of the potential offer from **Concentrix Daksh Services India Private Limited** (hereinafter, 'Concentrix'/'Company'). The detailed terms and conditions of employment will be contained in an Appointment letter (if any), which may be issued by the Company and may contain additional provisions to those herein.

1. Your initial place of work shall be at the company's discretion and can be at any Concentrix locations.
2. You will be required to bring the following documents at the time of joining: (i) the Original copy of this letter; (ii) the Originals and 2 set of photocopies of the documents mentioned in Mandatory Document Checklist.
3. This Expression of Interest shall remain valid for a period of 30 days from the date of your Final Examination. Considering the candidature beyond the 30 day period would be as per the requirement in the organization.

On submission of the above-mentioned documents, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining. If any information furnished by you in your application or during the selection process is found to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may withdraw this expression of interest without any notice. We encourage you to contact us at campusplacements@concentrix.com at least a week prior to your coming to our office.


Signature of Candidate

CNX/REC/ART/AGHR/EOI/4.0

Concentrix Daksh Services India Private Limited

DLF SEZ, Building No. 14, Tower-C, 17th Floor, DLF Cyber City, DLF Phase-2, Gurgaon - 122 002, India
91 124 463 5100 • 91 124 426 3311 (fax)

Registered Address: R Cube, Suite Nos - 06 & 07, Lower Ground Floor Level, Shivaji Stadium Metro Station,
Airport Express Line, New Delhi - 110001, India
91 11 4701 6288



Offer: Computer Consultancy
Ref: TCSL/CT20172238241/Bangalore
Date: 10/01/2018

Ms. K Vaishnavi
#867th Main ,Vinayak Nagar Baglur Cross, Yelahanka,
Big Market,
Bangalore-560063,
Karnataka.
Tel# 91-9886555637

Dear K Vaishnavi,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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TCSL/CT20172238241

1



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to 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 ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Conveyance Allowance

You will be eligible for a conveyance allowance of ₹800/- per month.

3. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or 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.

4. Sundry Medical Reimbursement

You will be eligible for reimbursement of sundry medical expenses incurred by you for you and your family. You are eligible for ₹6,000/- per annum or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail tax benefit you may submit medical bills for the same at the end of each calendar quarter. At the end of the financial year, the unavailed amount will be taxable.



5. Personal Allowance

You will be eligible for a monthly personal allowance of of ₹6,270/- per month. This component is subject to review and may change as per TCSL's compensation policy.

6. 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 Initial Learning Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.



OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹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.

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TCSL/CT20172238241

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TATA CONSULTANCY SERVICES

WYDEHI 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



Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expense-s towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.



2. Disclaimer

Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.



6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.



11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.



15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Permanent Account Number (PAN) Card
You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
- An affidavit/notarised undertaking stating:
*There is no criminal offence registered/pending against you



*There is no disciplinary case pending against you in the university

*If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) at our offices, as identified, for such period as TCSL may decide. The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.



Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCSL Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

| | |
|-----------------------|---|
| Name | K Vaishnavi |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|----------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 10,200 | 1,22,400 |
| Bouquet Of Benefits # | 13,000 | 1,56,000 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,224 | 14,688 |
| Gratuity | 490 | 5,887 |
| Total of Annual Components & Retirals | 1,715 | 28,475 |
| Retention Incentive | NA | 0 |
| TOTAL GROSS | 27,415 | 3,36,875 |

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

| Component Category | Monthly | Annual |
|----------------------------------|----------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Conveyance Allowance | 800 | 9,600 |
| Leave Travel Assistance | 850 | 10,200 |
| Sundry Medical Reimbursement | 500 | 6,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 6,270 | 75,240 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |



Annexure 2

Regional Offices

| | |
|--|---|
| <p>Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601</p> | <p>Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114</p> |
| <p>Chennai Lead- Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555</p> | <p>Delhi Lead-Talent Acquisition Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735</p> |
| <p>Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222</p> | <p>Kolkata Lead-Talent Acquisition TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003</p> |
| <p>Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001</p> | <p>Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190</p> |
| <p>Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107</p> | <p>Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499</p> |



Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.



2. Retainer/Consultant's Obligations

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of Retainer/Consultant-ship, the Retainer/Consultant agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

The Retainer/Consultant agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and the Retainer/Consultant hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests the Retainer/Consultant may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.



4. Prior knowledge

The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines

The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Retainer/Consultant's Rights

The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.



9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.



Offer: Computer Consultancy
Ref: TCSL/CT20172238464/Bangalore
Date: 10/01/2018

Mr. Vamsi Bandaru
Room No 117, D-Block, Reva University HostelKattegenahalli,
Reva University,
Bangalore-560064,
Karnataka.
Tel# 91-9686626049

Dear Vamsi Bandaru,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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TCSL/CT20172238464

1



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to 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 ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Conveyance Allowance

You will be eligible for a conveyance allowance of ₹800/- per month.

3. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or 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.

4. Sundry Medical Reimbursement

You will be eligible for reimbursement of sundry medical expenses incurred by you for you and your family. You are eligible for ₹6,000/- per annum or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail tax benefit you may submit medical bills for the same at the end of each calendar quarter. At the end of the financial year, the unavailed amount will be taxable.



5. Personal Allowance

You will be eligible for a monthly personal allowance of of ₹6,270/- per month. This component is subject to review and may change as per TCSL's compensation policy.

6. 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 Initial Learning Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.



OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹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.

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TCSL/CT20172238464

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TATA CONSULTANCY SERVICES

WYDEHI 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



Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expense-s towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.



2. Disclaimer

Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.



6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.



11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.



15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Permanent Account Number (PAN) Card
You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
- An affidavit/notarised undertaking stating:
*There is no criminal offence registered/pending against you



*There is no disciplinary case pending against you in the university

*If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) at our offices, as identified, for such period as TCSL may decide. The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.



Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCSL Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

| | |
|-----------------------|---|
| Name | Vamsi Bandaru |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|----------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 10,200 | 1,22,400 |
| Bouquet Of Benefits # | 13,000 | 1,56,000 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,224 | 14,688 |
| Gratuity | 490 | 5,887 |
| Total of Annual Components & Retirals | 1,715 | 28,475 |
| Retention Incentive | NA | 0 |
| TOTAL GROSS | 27,415 | 3,36,875 |

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

| Component Category | Monthly | Annual |
|----------------------------------|----------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Conveyance Allowance | 800 | 9,600 |
| Leave Travel Assistance | 850 | 10,200 |
| Sundry Medical Reimbursement | 500 | 6,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 6,270 | 75,240 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |



Annexure 2

Regional Offices

| | |
|--|---|
| <p>Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601</p> | <p>Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114</p> |
| <p>Chennai Lead- Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555</p> | <p>Delhi Lead-Talent Acquisition Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735</p> |
| <p>Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222</p> | <p>Kolkata Lead-Talent Acquisition TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003</p> |
| <p>Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001</p> | <p>Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190</p> |
| <p>Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107</p> | <p>Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499</p> |



Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.



2. Retainer/Consultant's Obligations

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of Retainer/Consultant-ship, the Retainer/Consultant agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

The Retainer/Consultant agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and the Retainer/Consultant hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests the Retainer/Consultant may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.



4. Prior knowledge

The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines

The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Retainer/Consultant's Rights

The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.



9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.



CSE

Offer: Computer Consultancy
Ref: TCSSL/CT20172238464/Bangalore
Date: 10/01/2018

Mr. Vamsi Bandaru
Room No 117, D-Block, Reva University HostelKattegehalli,
Reva University,
Bangalore-560064,
Karnataka.
Tel# 91-9686626049

Dear Vamsi Bandaru,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSSL/CT20172238464

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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



GROSS SALARY SHEET

Annexure 1

| | |
|----------------|--|
| Name | Vamsi Bandaru |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|---------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 10,200 | 1,22,400 |
| Bouquet Of Benefits # | 13,000 | 1,56,000 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,224 | 14,688 |
| Gratuity | 490 | 5,887 |
| Total of Annual Components & Retirals | 1,715 | 28,475 |
| Retention Incentive | NA | 0 |
| TOTAL GROSS | 27,415 | 3,36,875 |

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

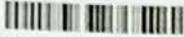
Table 2: TCSL defined structure for BoB (All Components in INR)

| Component Category | Monthly | Annual |
|----------------------------------|---------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Conveyance Allowance | 800 | 9,600 |
| Leave Travel Assistance | 850 | 10,200 |
| Sundry Medical Reimbursement | 500 | 6,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 6,270 | 75,240 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |

TCS Confidential
TCSL/CT20172238464

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



HRD/2T/12258276/18-19

Ms. Varshitha K
Candidate ID: 12258276
27
5Th Main Road Tata Nagar Bangalore
Bangalore - 560092
Karnataka
India
Ph: (91) 81231 39429

September 12, 2018

Dear Varshitha,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our renewed journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP - Head HR

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2018.09.12 10:23:05 +05:30
Reason: Offer Letter
Location: Bangalore

**ANNEXURE -I
(Compensation)**

| COMPENSATION DETAILS (All figures in INR per month) | |
|--|--------------------------------|
| NAME | Ms. Varshitha K |
| ROLE | Operations Executive |
| ROLE DESIGNATION | Operations Executive - Trainee |
| 1. MONTHLY COMPONENTS | |
| BASIC SALARY | 5580 |
| FIXED DEARNESS ALLOWANCE (FDA) | 1100 |
| BASKET OF ALLOWANCES (HRA, LTA, Medical Allowance, Children's Education Allowance, Transport / Allowance, Miscellaneous Allowance) | 9442 |
| BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis) | 1269 |
| MONTHLY GROSS SALARY | 17,391 |

| 2. ANNUAL COMPONENT | |
|--|----|
| BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis) | 67 |

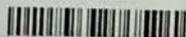
| 3. RETIRAL BENEFITS | |
|---------------------------------------|---------------|
| PROVIDENT FUND - 12% of (Basic + FDA) | 802 |
| GRATUITY - 4.81% of (Basic + FDA)* | 321 |
| FIXED GROSS SALARY (1+2+3) | 18,581 |
| TOTAL GROSS SALARY | 18,581 |

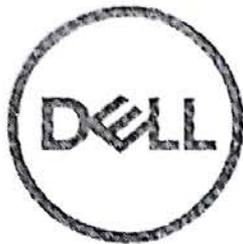
| OTHER BENEFITS | | | | |
|---|------------------------------|----------|---------------------|--|
| Scheme | Eligible Amount in INR. | Interest | Monthly Instalments | Margin Money (To be borne by the employee) |
| SOFT LOAN | 30,000 (With Security) | 7% | 24 | Nil |
| | 20,000 (Without Security) | | | |
| SALARY LOAN (Subject to submission of Trainee Agreement) | 12,000 | Nil | 12 | Nil |

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.

Employee State Insurance ("ESI") may be applicable to employees as per the applicable statutory regulations. If ESI is applicable, the employee and the employer will contribute towards ESI as per the provisions of the ESI Act, 1948.





May 8, 2018

Varun M

#35, 5th cross dayananda nagar srirampuram

Bangalore 560021

India

Private & Confidential

Dear Varun,

Congratulations, and welcome to Dell!

We are pleased to extend our offer of employment to Varun M (employee hereafter "you/your") with EMC INDIA SW & SERV PVT ("the Company") conditional on the successful completion of the Company's Background Checks, and subject to the attainment of work permit, employment pass or employment visas, as may be applicable.

Your title will be Associate Sales Engineer Analyst at career level Individual Contributor I5, reporting to Rajkumar Ekanatheeswaran (1001851), Director, Sales Engineer Analyst. Your start date is June 18, 2018. You will be based at our offices in Bangalore, India.

Orientation

A member of our Onboarding team or Talent Acquisition team will be in contact with you prior to your joining date to assist you with your onboarding experience.

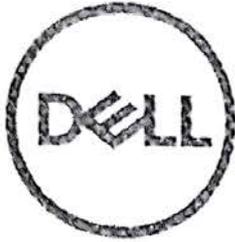
EMC Software and Services India Private Limited

Bagmane Developers Private Limited - SEZ, Marathahalli Ring Road, Doddanekkundi Village, Bengaluru - 560037, India
Phone: +91 80 67375000 / 40025000 Fax: +91 80 67376000 / 40026000

Regd. Office: #112,113, Akruti Sankul, Opp Janata Sahakari Bank, Tilak Road, Sadashivpeth, Pune - 411 030

CIN: U72900PN1999PTC013724

www.emc.com

**Core Business Hours**

Your working hours shall be the number of hours as the Company may from time to time deem appropriate and as may be necessary to achieve the purposes of the Company (inclusive of a lunch break). Please take note that certain functions such as Sales, Technical Support, Manufacturing, Information Services require staggered/shift hours.

Place of Work

Your usual place of work will be at Bangalore, India. However, the company reserves the right at its discretion, and by this contract you hereby agree, to change your place to work, either on a temporary or permanent basis, to any other place where it now conducts or at some future date, may conduct its business or part of its business. Except at the discretion of the Company you will not be compensated or reimbursed for the costs involved in such relocation. You may be required to work at or from any office, branch or location of the Company or any client of the Company, as the need arises, which you agree to do so. In the event of you working in the premises of any other Company you shall comply with all Regulations and Codes of Conduct and legislative restrictions and requirements applicable in the workplace of any Company that you may be assigned to. Any breach of such legislation, Regulations or Codes of Conduct shall be deemed a serious breach of discipline and may result in dismissal.

Compensation

We are pleased to offer you a compensation package consisting of the following element(s):

Base Salary, of 480,005.00 per annum.

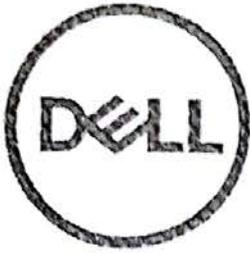
Base salary is comprised of Basic and Basket of allowances. Basic is 192,002.00. Basket is 288,003.00 INR Annual.

*The Basket of Allowances includes components such as HRA and LTA. You may be eligible for all the allowances or a combination of them, depending on other factors including your job grade. Please contact HR Staffing for further details regarding the components you are eligible for and the limits there under that are applicable to you.

Retirals

Retirals is comprised of PF and Gratuity. PF is 12% Annual. Gratuity is 4.81% Annual.

***Gratuity: Payment of Gratuity would be as per the criteria set out in the Payment of Gratuity Act



******PF contribution:** If your basic salary is less than INR 15000 per month, then for the purpose of PF computation and contribution, the sum total of basic salary, conveyance and undeclared portion of the basket of allowances (BOA) will be considered up to the extent of INR 15,000 per month.

Illustration: If your monthly basic salary in the salary table above is INR 6000, conveyance is INR 800 and your undeclared BOA is INR 2,000, then PF = 12% of 8800 which amounts to 1056. Employer and Employee contribution to PF will be 1056.

You will be entitled to all employee benefits including benefits through Employee Welfare Fund which is a contributory fund in which you will be a member of. There will be a standard deduction of Rs 200/- per month or such other amounts as decided from time to time towards contribution to the Employee Welfare Fund.

Incentive Bonus Plan

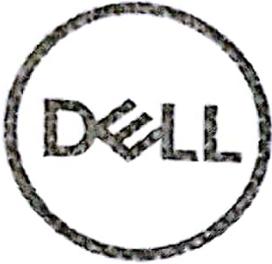
You will be eligible for an annual bonus of 5% of your base salary on terms that may vary, depending upon the Company's financial results and attainment of strategic corporate initiatives. You will be eligible to participate in the bonus program on a pro-rated basis, calculated from your start date. The Company reserves the right to vary the terms and amount of your bonus, depending upon your performance, the company's financial results and attainment of strategic corporate initiatives. The terms of the Bonus Plan are subject to annual re-evaluation and modification by the Company. The bonus is paid after the end of the Company's fiscal year. You must be actively employed at time of payment in order to earn and receive the bonus.

Total Target Cash will be INR504,005.25 plus Retirals per annum.

Your salary will be paid each **month** via Electronic Funds Transfer to the bank account nominated by you. We will advise you of the relevant date of payment.

Benefits

The Company offers a variety of benefits to assist you and your family. You will enjoy all benefits in accordance with the Company's prevailing policy and practice. A summary of these benefits will be made available for your access after onboarding. The Company reserves the right, at its absolute discretion, to vary or amend the terms of any benefit or existing benefit policy offered in accordance with applicable local law.



Probation

Your first 6 months of service will be of a probationary nature. The Company may waive or reduce the probation period at its discretion. You are deemed to have successfully completed your probationary period after 6 months unless otherwise informed in writing by the Company. For a person whose immediate previous employment is with any of the Dell group of companies, this clause shall not be applicable.

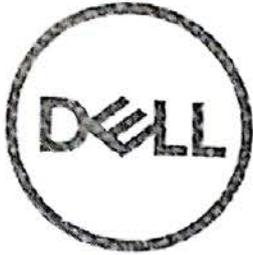
Notice Period and Termination

During the probationary period, your employment may be terminated by either party at any time by giving to the other party written notice of not less than 30 days or salary in lieu thereof at the sole discretion of the Company.

Upon satisfactory completion of probation, your employment may be terminated by either party at any time by giving to the other party 60 days written notice prior to the termination date or salary in lieu at the sole discretion of the Company.

Notwithstanding the above, the Company reserves the right at all times to terminate your employment (including employment during your probationary period) forthwith without notice or payment in lieu of notice if you are involved in gross negligence, misrepresentation, serious misconduct, a breach of any Dell policy including but not limited to the Code of Conduct; or commit any act of fraud or dishonesty or any criminal offense. In such an event, without prejudice to the Company's rights at law and/or under other provisions of this letter, the Company shall pay only salary earned by you up to the date of termination.

In the event of termination of services, you agree and authorize the Company to offset payment of any pro-rated allowance advances, and any other sums due to the Company to the extent permitted by law, against salary due and to withhold amounts that may be required by the relevant authorities. You will also be required to promptly deliver to Dell all originals and copies of materials, documents and property of Dell which are in your possession or control.



Restraint:

In addition, for a period of one year after termination of employment with the Company, you shall not approach or communicate with any customers of the Company, nor solicit or endeavor to take away from the Company, the business or any customers or clients of the Company. You further agree not to, for a period of [one year] after termination of employment with the Company, approach any employee of the Company or communicate with any employee of the Company with the effect of enticing, or attempting to entice any employee away from the Company.

Code of Conduct

The company's Code of Conduct sets out the standards of business conduct to which all employees are expected to adhere. We take our Code of Conduct very seriously in order to maintain the highest possible standard of ethics. Failure to adhere to the Code of Conduct is a disciplinary offence and may result in dismissal. A copy of the Code of Conduct shall be given to you in your Employee Orientation Program on joining. If you require a copy of any of the company's Code of Conduct before signing this employment contract please contact your Recruiter (i.e. signatory on this employment contract).

You should comply with the legal requirements of each country in which the Company conducts business and shall employ the highest ethical standards in your dealings. Use of any company assets for unlawful purposes is strictly prohibited.

In the event of you working in the premises of any other Company you shall comply with all Regulations and Codes of Conduct and legislative restrictions and requirements applicable in the workplace of any Company that you may be assigned to. Any breach of such legislation, Regulations or Codes of Conduct shall be deemed a serious breach of discipline and may result in dismissal.



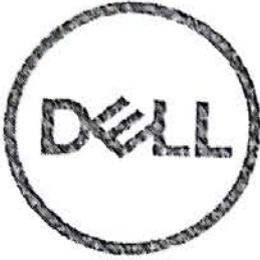
Data Protection

will obtain, hold and use personal data relating to you in the context of your employment, including, but not limited, your name, number, cost centre, address, emergency contact details (e.g. home telephone number), educational details/history/qualifications and employment history, proof of right to work, any director or officer posts held, outcomes of any pre-employment screening, salary information including details on commissions bonuses and profit share, pension, stock option rights and details related thereto as well as additional benefit details, job description, job level, job grade, performance plans and performance rating details including sales and margin targets and achievements, Individual Work history.

The purposes of such processing are to administer and manage the employment relationship we have with you, and may include disaster recovery data duplication, administering and maintaining personnel records (includes sickness and other absence records), assessing fitness for work, paying and reviewing salary, bonus, profit share and other benefits (if any), providing and administering benefits such as pension, stock purchase and stock option programmes, life, health and medical insurance, analysing sales and sales related activity, career and succession planning, performance appraisals and reviews, employee development and training, resources and skills allocation, regulatory and legal compliance, carrying out activities related to compliance with the company's policies and procedures, providing references and information to future employers, governmental and regulatory agencies (includes tax, social security authorities) in a take-over or merger, providing information to a future purchaser or potential purchaser of or any part of 's business or a potential or future service provider as part of due diligence. You hereby consent to such data processing by , any other . company or any third party charged with providing services, information or benefits related to the employment and you further consent to transfer of data to a company or third party even if such company or third party is situated outside India in a country which does not offer a level of data protection compared to the level applied in India. will put in place adequate safeguards with such third parties to ensure an adequate level of data protection.

Confidentiality Obligation

You will not use, publish, misappropriate or disclose any "Confidential or Proprietary Information", during or after your employment, except as required in the performance of your assignment for the Company or as authorized in writing by the Company. Such Information shall include what you learn or originate during your employment which is not available or readily ascertainable from public sources, and includes such information disclosed by others in confidence to the Company. If in doubt, you will promptly consult your supervisor. Confidential and Proprietary Information includes, but is not necessarily limited to, the information described in sub-paragraphs below.

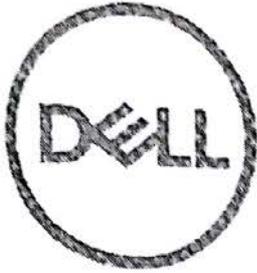


- a) Computer products, Company processes and device strategies planned or under development, including device specifications, system architecture, logic designs, circuit implementations and plans for unannounced and announced products;
- b) Software products in use, planned or under development, including operating systems adaptations or enhancements, language compilers, interpreters and translators, system design and evaluation tools, and application programs;
- c) Information relating to Company employees; actual and anticipated relationships between the Company and other companies; sales levels, profit levels, pricing and other unpublished financial data; and budget, staffing, compensation, equipment and related plans;
- d) Information relating to the Company's customer and vendor relationships. This includes performance requirements, development and delivery schedules, device and product pricing and quantities, and other information communicated to the Company by customers or vendors.

You will not use in your work or disclose to the Company any confidential or proprietary information of a third party unless the Company first receives written authorization from the third party allowing the use or disclosure of such information and unless the Company agrees in writing to receive such information on terms acceptable to the Company. You will abide by the restrictions imposed on the disclosure and use of such third party information.

You acknowledge that a violation of the provisions of this Agreement dealing with Confidential and Proprietary Information and Intellectual property may cause significant harm to the Company and that remedies at law may be inadequate to protect against a breach of such provisions. Accordingly, you agree that the Company shall be entitled, in addition to any other relief available to it, to the granting of injunctive relief without proof of actual damages or the requirement to establish the inadequacy of any of the other remedies available to it. You agree not to assert any defense in proceedings regarding the granting of any injunction or specific performance based on the availability to the Company of any other remedy.

For a period of one (1) year after leaving the Company's employment, you will give written notice to the new employer of your obligations regarding Intellectual Property, Confidential and Proprietary Information. For a period of one (1) year after termination of this Contract for whatever cause, you shall not solicit or endeavor to take away from the Company the business of any customers or clients of the Company.



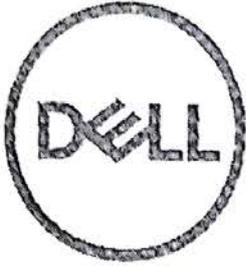
Intellectual Property and Copyright

While you are an employee of the Company, you will promptly disclose to the Company, all Intellectual Property developed by you, solely or jointly with others, in the course of your employment. Intellectual Property includes each discovery, idea, improvement, or invention you create, conceive, develop or discover, alone or with others, which relates to the Company's business or results from the use of the Company's equipment, supplies, facilities, or information. All Intellectual Property, in whatever form, is the Company's property. You will assign to and agree to assign to the Company and its nominees, without additional compensation, all of your worldwide and perpetual rights in Intellectual Property. You will assist the Company in all ways, including giving evidence and executing any documents deemed helpful or necessary by the Company to establish, perfect, and register worldwide, at the Company's expense, such rights in Intellectual Property. You will not do anything in conflict with the Company's rights in Intellectual Property and will cooperate fully to protect Intellectual Property against misappropriation or infringement by third parties. If you come across any cases of infringement of the rights of the Company in its Intellectual Property, you will promptly notify the Company of such infringement and assist the Company in all ways to protect its Intellectual Property.

You hereby agree that the Company will be the copyright owner in all works of every kind and description created or developed by you, solely or jointly with others, in connection with any employment with the Company. If requested to, and at no further expense to the Company, you will execute in writing any acknowledgments or assignments of copyright ownership of such Copyrightable Works as may be appropriate for preservation of the worldwide and perpetual ownership in the Company and its nominees of such copyrights.

You further agree that the Company may use your name, voice, picture or likeness in the Company's advertising, training advertisement and other materials without payment or separate compensation to you both during and following your employment with the Company.

On the date your employment with the Company ends, you will promptly deliver to a designated representative of the Company all originals and copies of all materials, documents and property of the Company which are in your possession or control. You will also cooperate in conducting exit interviews with a designated representative of the Company. The purpose of the exit interviews will be to review confidential and proprietary information known or possessed by you and to confirm the Company's rights regarding non-solicitation, the protection of the confidential and proprietary information and the disclosure to the Company and its ownership of intellectual property.



Export Compliance

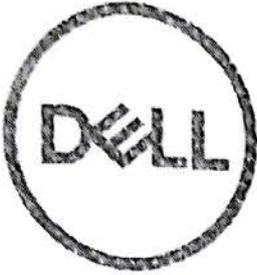
You will not export or otherwise transfer out of India or release to any person, Controlled Technology or Software, during or after employment with the Company, except as authorized in writing by the Company. Controlled Technology or Software is technology or software controlled under the U.S. Export Administration Regulations and includes, but is not limited to:

- Confidential and Proprietary Information of the type described in paragraph 4(a) above, to the extent that such information is not otherwise publicly available;
- Technical information of , its affiliates, its customers or other third parties that is in use, planned, or under development, such as but not limited to: manufacturing and/or research processes or strategies (including design rules, device characteristics, process flow, manufacturing capabilities and yields); computer product, process and/or devices (including device specification, system architectures, logic designs, circuit implementations); software product (including operating system adaptations or enhancements, language compilers, interpreters, translators, design and evaluation tools, and application programs); and any other databases, methods, know-how, formulae, compositions, technological data, technological prototypes, processes, discoveries, machines, inventions, and similar items;
- Information relating to future plans of , its affiliates, its customers and other third parties, such as but not limited to: marketing strategies; new product research pending projects and proposals; proprietary production processes; research and development strategies; and similar items.
- Release includes disclosure to any person, oral exchange, and application to situations abroad of personal knowledge or technical experience. If you have any doubts regarding whether particular information is Controlled Technology or Software, please consult your manager, 's Legal Department, or 's Export Compliance Organization.

Training: The Company may also send you abroad for the purpose of specific skills training relevant to your employment with the Company. If your employment with the Company ends for any reason within the first twelve (12) months of you being sent abroad for specific skills training, you will repay to the Company, all of the costs paid to you or incurred on your behalf for this training.

The company reserves the right to review the skills required to perform the job, and may introduce new trainings and certifications needed to impart the new skills and ways to measure the same. You shall undergo such trainings and certifications when needed and continue to successfully upgrade your skills and capabilities needed to perform the job effectively at expected levels.

Recovery of dues: In the event of any financial recovery to be made from you, the Company shall also be entitled to offset payment of any prorated allowance advances against salary due and to withhold amounts that may be required by relevant authorities. These repayment obligations cannot be waived except by a written communication by the Company.



Secondary employment and outside business ventures: While in the employment of the Company, you shall not undertake employment with any other Company on a temporary or part-time basis or offer your services with or without pay to any person, legal entity or public authority or to be occupied in your own business without the prior written consent of the Company.

Correctness of Information: This appointment is based on the information supplied by you in your application for employment. This appointment will be treated as "null and void" if any material error, in the management opinion, is discovered and/or due to non-disclosure of relevant information about you, to the company.

Service rules: For all other matters, not specified herein, you shall be governed by the company's policies, conditions of service, service rules and amendments made and communicated from time to time.

Retirement

You shall retire on the attainment of sixty two (62) years unless specifically communicated by the company in writing to continue in service beyond this age.

Regards,

S. Gangadhar

Gangadhar Salimath

Senior Manager, Talent Acquisition



Confirmation of Acceptance

I, Varun M, confirm that I have read, understood and accept the terms and conditions of employment with Dell. I authorize the Company to make deductions from my wages pursuant to clause "remuneration" of this agreement.

I confirm that I will commence employment with Dell on 18 Jun, 2018.

A handwritten signature in black ink that reads "Varun M".

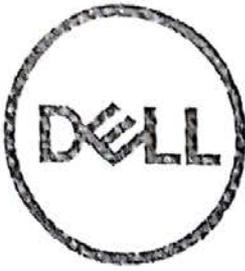
10/05/2018

Varun M

Date

We have partnered with a vendor to enable you to review and accept employment related documents electronically in an efficient, secure and protected manner. The documents are encrypted. Your electronic signature cannot be changed once signed. You will be able to print out full copies of your signed documentation for your records. Within each document, the system will guide you to all relevant sections which need to be completed and signed.

Electronic is our preferred, and most efficient, method for managing the documentation. However, if you prefer, you can print and sign all of the documents, and scan and email the originals to Niraj Pandey / Niraj.Pandey@Dellteam.com. If you need to return the documentation in a different manner, please let your recruiter know.



Annexure

Notice Period Buyout

The Company will pay for your Notice pay recovery if any, as agreed during the HR Interview. If my employment ends within the first 12 months of my hire date*, either due to my resignation (regardless of the reason) or because terminates the employment for cause (as determined by at its sole discretion), I will be required to repay to the entire notice period that has been bought out by at the time of my joining. Gross up on notice period buyout will be done on a case to case basis depending on the tax treatment availed in the previous employment/s. You need to submit the necessary document in support of Notice Period Buyout claim.

* Hire Date shall mean the date of transfer in case of current employees who have opted for a personal transfer and the date of joining in case of new hires.

I agree that the repayment amount for any of the categories as detailed above will become fully due and payable upon my termination of employment. I hereby authorize , to the full extent allowed by law, to deduct the repayment amount for any of the categories as detailed above from any monies owed to me by , including, but not limited to: wages, final paycheck, reimbursement for expenses, payment for unused benefits, refunds of contributions to benefit plans or programs, and/or any other sums payable to me by .

Varun M

10/05/2018

Varun M

Date

ECE
EMC'



May 8, 2018

Varun M
#35, 5th cross dayananda nagar srirampuram
Bangalore 560021
India

Private & Confidential

Dear Varun,

Congratulations, and welcome to Dell!

We are pleased to extend our offer of employment to Varun M (employee hereafter "you/your") with EMC INDIA S/W & SERV PVT ("the Company") conditional on the successful completion of the Company's Background Checks, and subject to the attainment of work permit, employment pass or employment visas, as may be applicable.

Your title will be Associate Sales Engineer Analyst at career level Individual Contributor 15, reporting to Rajkumar Ekanatheeswaran (1001851), Director, Sales Engineer Analyst. Your start date is June 18, 2018. You will be based at our offices in Bangalore, India.

Orientation

A member of our Onboarding team or Talent Acquisition team will be in contact with you prior to your joining date to assist you with your onboarding experience.

EMC Software and Services India Private Limited
Bagmane Developers Private Limited - SEZ, Marathahalli Ring Road, Doddanekkundi Village, Bengaluru - 560037, India
Phone: +91 80 67375000 / 40025000 Fax: +91 80 67376000 / 40026000

Regd. Office: #112,113, Akruli Sankul, Opp Janata Sahakari Bank, Tilak Road, Sadashivpeth, Pune - 411 030
CIN: U72900PN1999PTC013724
www.emc.com



Core Business Hours

Your working hours shall be the number of hours as the Company may from time to time deem appropriate and as may be necessary to achieve the purposes of the Company (inclusive of a lunch break). Please take note that certain functions such as Sales, Technical Support, Manufacturing, Information Services require staggered/shift hours.

Place of Work

Your usual place of work will be at Bangalore, India. However, the company reserves the right at its discretion, and by this contract you hereby agree, to change your place to work, either on a temporary or permanent basis, to any other place where it now conducts or at some future date, may conduct its business or part of its business. Except at the discretion of the Company you will not be compensated or reimbursed for the costs involved in such relocation. You may be required to work at or from any office, branch or location of the Company or any client of the Company, as the need arises, which you agree to do so. In the event of you working in the premises of any other Company you shall comply with all Regulations and Codes of Conduct and legislative restrictions and requirements applicable in the workplace of any Company that you may be assigned to. Any breach of such legislation, Regulations or Codes of Conduct shall be deemed a serious breach of discipline and may result in dismissal.

Compensation

We are pleased to offer you a compensation package consisting of the following element(s):

Base Salary, of 480,005.00 per annum.

Base salary is comprised of Basic and Basket of allowances. Basic is 192,002.00. Basket is 288,003.00 INR Annual.

*The Basket of Allowances includes components such as HRA and LTA. You may be eligible for all the allowances or a combination of them, depending on other factors including your job grade. Please contact HR Staffing for further details regarding the components you are eligible for and the limits there under that are applicable to you.

Retirals

Retirals is comprised of PF and Gratuity. PF is 12% Annual. Gratuity is 4.81% Annual.

***Gratuity: Payment of Gratuity would be as per the criteria set out in the Payment of Gratuity Act



ABSOLUTE

Surveyors

2018-18-39

Date: 05th July 2018

Dear Varun N V ABSR05072018/02

We are pleased to confirm you have been selected to work for **Absolute Surveyors** as "**Business Development associate**".

The above information is given in the strictest confidence and with no liability accepted by the company or any of our employees. This information should not be divulged to any third party without first seeking permission from the respective Absolute entity.

Responsibilities are to:

- Willing to familiarize yourself with the company's vision and mission, seeking to accomplish set goals and objectives.
- Cultivating strong relationships with new clients, while maintaining existing client relationships.
- Working closely with staff across departments to implement growth strategies.
- Developing and implementing sales strategies, client service and retention plans, and analyzing sales data to inform or update marketing strategies.

Financial Offer - Salary and Benefits:

- 3, 00,000/- per annual fixed salary will be offered for the designation "Business Development associate".
- 2, 00,000/- will be offered as compensations and benefits for group insurance, health care.

We are delighted to send you this offer to be approved and signed from you in order to start the job from July Month.

We look forward to join our company in order to work with you

On behalf of
Absolute surveyors (India) Private Limited

PRIVATE & CONFIDENTIAL



To,

Dear Veda S,

Date: 8 Jan 18

Letter of Intent (LOI)

Subsequent to the meetings between Outsourcepartners International Pvt. Ltd and you, we are pleased to issue a Letter of Intent on the terms set here in.

1. You are being offered the position of **Associate at Band A1**
2. Your date of joining shall be on or before **16th January 2018**
3. The offer is subject to the following conditions;
 - a. Accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date
 - b. You meeting all evaluation criteria in all the trainings.
 - c. Successful drug screening, criminal background and reference checkIf any of the above conditions are not met, this LOI/ Employment agreement would be liable to be terminated.
4. On your date of joining, you may be issued a formal Employment Agreement in exchange of this LOI.
5. You shall be based at **Bangalore** but will serve the company or any of its subsidiaries or associated companies in any location within or outside of India.
6. As an employee of the Company, you will receive an **annual CTC (Cost to the Company)** of **Rs. 156,600 /-**. This will be payable to you in accordance with the prevailing standard compensation plan of the Company.

Kindly sign and return a copy of this letter as a token of your acceptance.

Yours sincerely,

For Outsourcepartners International Pvt. Ltd.

A handwritten signature in black ink, appearing to be 'Nirmal Paramban', written over a horizontal line.

Nirmal Paramban
Assistant Vice President, Human Resources

I accept the terms and conditions of this offer

ANNEXURE - A

Statement of Compensation and Benefits

| | | |
|---|------------------|----------------|
| Name : | Veda S | |
| Band : | A1 | |
| Designation: | Associate | |
| Ref: | OPI\BLR\HR\11838 | |
| Components of Salary | Monthly | Annual |
| Basic + DA * | 6,525 | 78,300 |
| Basket of Allowances | 5,742 | 68,904 |
| Employers Contribution to PF or Special Allowance | 783 | 9,396 |
| Total Fixed Compensation (A) | 13,050 | 156,600 |
| for Outsourcpartners International Pvt. Ltd. | | |
|  | | |
| Nirmal Paramban Assistant Vice President, Human Resources | | |
| Accepted : | | |
| Name: | | |
| Signature: | | |
| Date: | | |

ECE



Offer: Computer Consultancy
Ref: TCSL/CT20172238528/Bangalore
Date: 10/01/2018

Mr. Veeresh M Desai
#421, B-Block, Reva Hostel Kattigenahalli,
Yelhanka,
Bangalore-560064,
Karnataka.
Tel# 91-9741836355

Dear Veeresh M Desai,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,875/- per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/CT20172238528

TATA CONSULTANCY SERVICES

VYDEHI, RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

| | |
|----------------|--|
| Name | Veeresh M Desai |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|---------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 10,200 | 1,22,400 |
| Bouquet Of Benefits # | 13,000 | 1,56,000 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,224 | 14,688 |
| Gratuity | 490 | 5,887 |
| Total of Annual Components & Retirals | 1,715 | 28,475 |
| Retention Incentive | NA | 0 |
| TOTAL GROSS | 27,415 | 3,36,875 |

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

| Component Category | Monthly | Annual |
|----------------------------------|---------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Conveyance Allowance | 800 | 9,600 |
| Leave Travel Assistance | 850 | 10,200 |
| Sundry Medical Reimbursement | 500 | 6,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 6,270 | 75,240 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |

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TATA CONSULTANCY SERVICES

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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com



Offer: Computer Consultancy
Ref: TCSL/CT20172238528/Bangalore
Date: 10/01/2018

Mr. Veeresh M Desai
#421, B-Block, Reva HostelKattigenahalli,
Yelhanka,
Bangalore-560064,
Karnataka.
Tel# 91-9741836355

Dear Veeresh M Desai,

Sub: Letter of 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 **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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1



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to 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 ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Conveyance Allowance

You will be eligible for a conveyance allowance of ₹800/- per month.

3. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or 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.

4. Sundry Medical Reimbursement

You will be eligible for reimbursement of sundry medical expenses incurred by you for you and your family. You are eligible for ₹6,000/- per annum or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail tax benefit you may submit medical bills for the same at the end of each calendar quarter. At the end of the financial year, the unavailed amount will be taxable.



5. Personal Allowance

You will be eligible for a monthly personal allowance of of ₹6,270/- per month. This component is subject to review and may change as per TCSL's compensation policy.

6. 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 Initial Learning Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.



OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹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.

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TATA CONSULTANCY SERVICES

WYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India

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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expense-s towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.



2. Disclaimer

Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.



6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.



11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.



15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Permanent Account Number (PAN) Card
You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
- An affidavit/notarised undertaking stating:
*There is no criminal offence registered/pending against you



*There is no disciplinary case pending against you in the university

*If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) at our offices, as identified, for such period as TCSL may decide. The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.



Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCSL Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

| | |
|-----------------------|---|
| Name | Veeresh M Desai |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|----------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 10,200 | 1,22,400 |
| Bouquet Of Benefits # | 13,000 | 1,56,000 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,224 | 14,688 |
| Gratuity | 490 | 5,887 |
| Total of Annual Components & Retirals | 1,715 | 28,475 |
| Retention Incentive | NA | 0 |
| TOTAL GROSS | 27,415 | 3,36,875 |

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

| Component Category | Monthly | Annual |
|----------------------------------|----------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Conveyance Allowance | 800 | 9,600 |
| Leave Travel Assistance | 850 | 10,200 |
| Sundry Medical Reimbursement | 500 | 6,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 6,270 | 75,240 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |



Annexure 2

Regional Offices

| | |
|--|---|
| <p>Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601</p> | <p>Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114</p> |
| <p>Chennai Lead- Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555</p> | <p>Delhi Lead-Talent Acquisition Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735</p> |
| <p>Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222</p> | <p>Kolkata Lead-Talent Acquisition TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003</p> |
| <p>Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001</p> | <p>Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190</p> |
| <p>Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107</p> | <p>Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499</p> |



Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.



2. Retainer/Consultant's Obligations

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of Retainer/Consultant-ship, the Retainer/Consultant agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

The Retainer/Consultant agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and the Retainer/Consultant hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests the Retainer/Consultant may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.



4. Prior knowledge

The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines

The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Retainer/Consultant's Rights

The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.



9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.



2017-18-77

05 March 2018

PRIVATE&CONFIDENTIAL

To whom it may concern,

Re:Verendra Dhaka *19/2/18/2017/12*

Address: REVA University, Rukmini Knowledge Park Kattigenahalli, Yelahanka, Bangalore 560 064
Karnataka, India.

This letter is to confirm that **Verendra Dhaka** is currently employed at Amazon Development Centre(India) Private Limited.

Verendra Dhaka is employed as a **Prod Compliance Sr. Associate** and commenced employment with Amazon on **08 March 2018**.

The above information is given in the strictest confidence and with no liability accepted by the company or any of our employees. This information should not be divulged to any third party without first seeking permission from the respective Amazon entity.

On behalf of
Amazon Development Centre (India) Private Limited

Kind Regards,

A handwritten signature in black ink that reads "Arijit Basu". The signature is written in a cursive, flowing style.

Arijit Basu
Sr.Manager,HROperations – HRServices

2018-18-56



Khykha Court, 1st Floor, No.5,
1 Cross, Madiwala, Hosur Road,
Bengaluru, Karnataka 560068.
www.intellipaate.com
PH: 070223 74614

Date: 31st January 2018

FORM 'A'

To,

Vignesh V
Bangalore

Dear Vignesh V, INTLPTSL31012018/09

We are pleased to forward you the Offer Letter attached herein and would like to formally welcome you to the growing IntelliPaat family.

We are sure that you have had sufficient opportunity to understand in detail about your job role and about the organization. We would be glad to provide you with further clarification if you need it.

You are required to report for duty at our Bangalore office. The address of our office is as follows:

Address: 1st Floor, Khykha Court-I, No.5,

1st cross, Madiwala, Hosur Road,

1st cross Rd, Bengaluru, Karanataka-560068

We are in the process of building a robust organization, wherein professionals would find full satisfaction of working in an interesting, challenging and fruitful job environment. In this connection, we are eagerly looking forward to your contributions to the IntelliPaat family as a valued employee soon.

Kindly return the duplicate copy of the appointment letter, duly signed, as a token of your acceptance of the same

We look forward to a mutually beneficial and long lasting relationship with you.

Yours Truly,

For IntelliPaat Software Solutions Private Limited

Anisha Goyal
Talent Acquisition Specialist



College/Institute Name: REVA
UNIVERSITY

Date: 11/01/2018

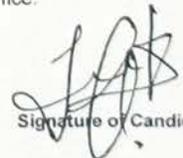
Subject: Expression of Interest - Campus

Dear VIJAY SHARMA

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of <Rep-operations> provided you successfully complete your graduation and fulfill other requirements. This letter is intended only as an overview of the potential offer from **Concentrix Daksh Services India Private Limited** (hereinafter, 'Concentrix'/ 'Company'). The detailed terms and conditions of employment will be contained in an Appointment letter (if any), which may be issued by the Company and may contain additional provisions to those herein.

1. Your initial place of work shall be at the company's discretion and can be at any Concentrix locations.
2. You will be required to bring the following documents at the time of joining: (i) the Original copy of this letter; (ii) the Originals and 2 set of photocopies of the documents mentioned in Mandatory Document Checklist.
3. This Expression of Interest shall remain valid for a period of 30 days from the date of your Final Examination. Considering the candidature beyond the 30 day period would be as per the requirement in the organization.

On submission of the above-mentioned documents, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining. If any information furnished by you in your application or during the selection process is found to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may withdraw this expression of interest without any notice. We encourage you to contact us at campusplacements@concentrix.com at least a week prior to your coming to our office.


Signature of Candidate

CNX/REC/ART/AGHR/EOI/4.0

Concentrix Daksh Services India Private Limited

DLF SEZ, Building No. 14, Tower-C, 17th Floor, DLF Cyber City, DLF Phase-2, Gurgaon - 122 002, India
91 124 463 5100 • 91 124 426 3311 (fax)

Registered Address: R Cube, Suite Nos - 06 & 07, Lower Ground Floor Level, Shivaji Stadium Metro Station,
Airport Express Line, New Delhi - 110001, India
91 11 4701 6288



Capgemini Technology Services India Limited
Plant 2, 'C' Wing, 1st Floor, Godrej IT Park,
Godrej & Boyce Compound, Gate No. 2,
L.B.S. Marg, Pirojshanagar, Vikroli (West),
Mumbai-400 079, Maharashtra, India.
Tel: +91.22.6686 0500 | Fax: +91.22.6755 7066
www.capgemini.com

Date: 1/23/2018

Ref No: HR/Campus/201830816

Mr. K V Vinay Kumar
Reva Institute of Technology & Management

Letter of Intent ("LOI")

Dear Vinay Kumar,

With reference to your interview conducted by us at Reva University, Bangalore, 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 subject to 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.

You will be required to undergo mandatory trainings prior to your joining Capgemini. Your joining will be conditional upon successfully clearing the mandatory trainings. 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. You will be required to undergo classroom training for a duration not exceeding 15 weeks. During the training period, your performance will be evaluated periodically.

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in the opinion of Capgemini.



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, 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 hear from you soon. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Sayyad Asad Kadri
Senior Director – Head Fresher Hiring



ANNEXURE 1

K V Vinay Kumar

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 2,40,000/- (Rupees Two Lakhs Forty Thousand 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 3,15,000/- (Rupees Three Lakhs Fifteen 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.

Sayyad Asad Kadri
Senior Director – Head Fresher Hiring

Signature: 
Candidate Name: **K V Vinay Kumar**
Date: 01-29-2018

2012-18

-120

NEUDESIC

Corp Office: Unit No.101, B-9, K Raheja Mind space IT Park, Madhapur, Hyderabad -500 081 • Ph. +91 40 40072112 • www.neudesic.com

18 December 2018

Vinayak S Goture

Employment offer

Dear Vinayak S Goture, NDS (18/12/2018) 09

We are very happy that you have approached us, "Neudesic" for employment. As a result of our recent discussions and after careful consideration, we would like to extend an offer of employment to you as **Associate Consultant** if you choose to accept this offer before **20 December 2018**. Your date of joining would be on or before 31 December 2020 and will be intimated to you after the successful completion of your current educational program. The compensation and terms of employment are set forth below:

Your compensation will be **INR 360000/- per annum**, (compensation structure given in Annexure I), less taxes and deductions as applicable by the Govt. of India for all required withholdings, and paid in accordance with the Company's normal payroll procedures. Your compensation will be paid monthly basis.

Our work culture is informal and we try to encourage self-motivated individuals. We will try and make every effort to ensure that you have an atmosphere that brings out the best in you. As a responsible employee, you would be required to work not less than 45 hours per week. As a company employee, you will be required to follow the corporate rules and policies. You may not disclose confidential company information to unauthorized third parties.

We have prepared a formal Employment Agreement for your review and acceptance which details the complete terms of your employment with Neudesic available in Annexure II. This letter and the Employment Agreement form the complete and exclusive statement of employment between you and the Company. These employment terms supersede any other agreements, understandings, promises, or communications, written or oral, by or on behalf of the Company. The terms and conditions of your employment will be in accordance with the Company's policies and procedures which you are required to peruse before joining.

If you choose to accept this offer of employment, please revert to our mail within 2 days confirming your acceptance. We hope you accept this offer and we look forward to working with you.

Sincerely,

Ishita Panda
Manager, Human Capital Management
Neudesic Technologies Private Limited

EMPLOYEE STATEMENT:

I agree with and accept the terms set forth in this letter.

Print Name

Signature

Date



CSE

Offer: Computer Consultancy
Ref: TCSL/CT20172238267/Bangalore
Date: 10/01/2018

Ms. Vinitha Karennagari
Reva Hostel-G1, Room-No:104,
Reva University, Yellahanka,
Bangalore-560064,
Karnataka.
Tel# -

Dear Vinitha Karennagari,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **IT Infrastructure Services (ITIS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/CT20172238267

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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



GROSS SALARY SHEET

Annexure 1

| | |
|----------------|--|
| Name | Vinitha Karennagari |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|---------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 10,200 | 1,22,400 |
| Bouquet Of Benefits # | 13,000 | 1,56,000 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,224 | 14,688 |
| Gratuity | 490 | 5,887 |
| Total of Annual Components & Retirals | 1,715 | 28,475 |
| Retention Incentive | NA | 0 |
| TOTAL GROSS | 27,415 | 3,36,875 |

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

| Component Category | Monthly | Annual |
|----------------------------------|---------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Conveyance Allowance | 800 | 9,600 |
| Leave Travel Assistance | 850 | 10,200 |
| Sundry Medical Reimbursement | 500 | 6,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 6,270 | 75,240 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |

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Offer: Computer Consultancy
Ref: TCSL/CT20172238267/Bangalore
Date: 10/01/2018

Ms. Vinitha Karennagari
Reva Hostel-G1,Room-No:104,
Reva University,Yellahanka,
Bangalore-560064,
Karnataka.
Tel# -

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COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to 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 ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Conveyance Allowance

You will be eligible for a conveyance allowance of ₹800/- per month.

3. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or 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.

4. Sundry Medical Reimbursement

You will be eligible for reimbursement of sundry medical expenses incurred by you for you and your family. You are eligible for ₹6,000/- per annum or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail tax benefit you may submit medical bills for the same at the end of each calendar quarter. At the end of the financial year, the unavailed amount will be taxable.



5. Personal Allowance

You will be eligible for a monthly personal allowance of of ₹6,270/- per month. This component is subject to review and may change as per TCSL's compensation policy.

6. 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 Initial Learning Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.



OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹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.

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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expense-s towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.



2. Disclaimer

Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.



6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.



11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.



15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Permanent Account Number (PAN) Card
You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
- An affidavit/notarised undertaking stating:
*There is no criminal offence registered/pending against you



*There is no disciplinary case pending against you in the university

*If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) at our offices, as identified, for such period as TCSL may decide. The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.



Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCSL Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

| | |
|-----------------------|---|
| Name | Vinitha Karennagari |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

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| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |



Annexure 2

Regional Offices

| | |
|--|---|
| <p>Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601</p> | <p>Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114</p> |
| <p>Chennai Lead- Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555</p> | <p>Delhi Lead-Talent Acquisition Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735</p> |
| <p>Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222</p> | <p>Kolkata Lead-Talent Acquisition TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003</p> |
| <p>Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001</p> | <p>Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190</p> |
| <p>Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107</p> | <p>Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499</p> |



Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.



2. Retainer/Consultant's Obligations

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of Retainer/Consultant-ship, the Retainer/Consultant agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

The Retainer/Consultant agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and the Retainer/Consultant hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests the Retainer/Consultant may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.



4. Prior knowledge

The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines

The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Retainer/Consultant's Rights

The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.



9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.

2018-18-104



QUALITY TUTORIALS PVT LTD

Date: 13 February 2018
Name: VINOD CHOWDHARY L
Email: vinodchowdharyl@gmail.com

Dear Vinod Chowdhary L, LIDO13022018/06

Congratulations!

We are pleased to offer you a position at **Quality Tutorials Pvt. Ltd. under the brand name: LIDO.** We enjoyed getting to know you, and strongly believe that you have much to contribute to our mission and growth ambitions.

The terms and conditions of your appointment are as below:

1. Designation

You will be designated as **"Trainee – Business Development"**

2. Work Place

Will be informed before joining.

3. Date of appointment

Your appointment with us is effective from the joining date mutually agreed upon when you would report on a full-time basis.

4. Salary

Your total compensation during internship would be Rs. Five Lakhs Sixty Thousand comprising of Rs. Three Lakhs Sixty Thousand as fixed and Rs. Two Lakhs as performance-based variable.

Your total compensation post internship & review would be Rs. Ten Lakhs comprising of Rs. Seven Lakhs as fixed and Rs. Three Lakhs as performance-based variable.

5. Reporting to:

You would be reporting to **Rishabh Arora**

6. Leave

The company shall notify about the leaves and declared holidays at the time of joining.

7. Other Work

Your position is whole time employment with the company and shall devote yourself exclusively to the jobs of the company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade of business during the employment with the company without permission in writing.

Registered address

206, 2nd Floor, Arun chambers,
Pandit Madan Mohan Malviya Marg,
Tardeo, Mumbai - 400034

Email ID

hr@lidolearning.com

CIN number: U74999MH2018PTC32271

11 April 2018

Hyderabad

Vishal

Employment offer

Dear Vishal

Further to the interviews and discussions conducted as part of the campus hire drive, we are pleased to extend an offer of employment to you as **Associate Consultant**. If you choose to accept this offer prior to **13th April 2018**, we would like your start date to be **25th June 2018**, contingent upon the successful clearing of your background screening. The compensation and terms of employment are set forth below:

Your compensation will be INR **360000/-** per annum, (compensation structure given in Annexure I), less taxes and deductions as applicable by the Govt. of India for all required withholdings, and paid in accordance with the Company's normal payroll procedures. Your compensation will be paid on a monthly basis.

Our work culture is informal and we try to encourage self-motivated individuals. We will try and make every effort to ensure that you have an atmosphere that brings out the best in you. As a responsible employee, you would be required to work not less than 45 hours per week. As a company employee, you will be required to follow the corporate rules and policies. You may not disclose confidential company information to unauthorized third parties.

We have prepared a formal Employment Agreement for your review and acceptance which details the complete terms of your employment with Neudesic available in Annexure II. This letter and the Employment Agreement form the complete and exclusive statement of employment between you and the Company. These employment terms supersede any other agreements, understandings, promises, or communications, written or oral, by or on behalf of the Company. The terms and conditions of your employment will be in accordance with the Company's policies and procedures which you are required to peruse before joining.

If you choose to accept this offer of employment, please revert to our mail within 2 days confirming your acceptance. We hope you accept this offer and we look forward to working with you.

Sincerely,

Sharath Kumar Chetlur
Associate Director, Human Capital Management
Neudesic Technologies Private Limited

EMPLOYEE STATEMENT:

I agree with and accept the terms set forth in this letter.

Print Name

Signature

Date

Annexure – I

Compensation Details

Name: Vishal
 Designation Associate Consultant
 Job Location Hyderabad / Bangalore / Kochi

| Indicative Compensation Structure | |
|---|-----------------|
| Compensation Component | CTC Details (₹) |
| Base Compensation | |
| Basic | 134452 |
| HRA | 53781 |
| Special Allowance | 68851 |
| Conveyance | 19200 |
| Monetary Benefits | |
| Medical Allowances | 15000 |
| Food Allowance (optional for tax exemption) | 26400 |
| LTA | 13445 |
| Insurance Benefits¹ | |
| Health Insurance ² | 5000 |
| Fixed Annual Compensation | 336129 |
| Retirement Benefits | |
| Employer PF Contribution | 17280 |
| Gratuity ³ | 6591 |
| CTC per annum | 360000 |

¹ You are also entitled to an insurance coverage of ₹10, 00,000 under Group personnel accidental policy, without any additional premium

² Employee and five dependents (at an additional premium) are entitled to an insurance coverage of 2, 00,000 on floater policy under Health Insurance.

³ Gratuity Provision is as per the provisions of the 'Payment of Gratuity Act, 1972' and Superannuation Provision is as per 'Employees Provident Funds and Miscellaneous Provisions Act, 1952'.

11 April 2018

Hyderabad

Vishal

Employment offer

Dear Vishal

Further to the interviews and discussions conducted as part of the campus hire drive, we are pleased to extend an offer of employment to you as **Associate Consultant**. If you choose to accept this offer prior to **13th April 2018**, we would like your start date to be **25th June 2018**, contingent upon the successful clearing of your background screening. The compensation and terms of employment are set forth below:

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Our work culture is informal and we try to encourage self-motivated individuals. We will try and make every effort to ensure that you have an atmosphere that brings out the best in you. As a responsible employee, you would be required to work not less than 45 hours per week. As a company employee, you will be required to follow the corporate rules and policies. You may not disclose confidential company information to unauthorized third parties.

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If you choose to accept this offer of employment, please revert to our mail within 2 days confirming your acceptance. We hope you accept this offer and we look forward to working with you.

Sincerely,

Sharath Kumar Chetlur
Associate Director, Human Capital Management
Neudesic Technologies Private Limited

EMPLOYEE STATEMENT:

I agree with and accept the terms set forth in this letter.

Print Name

Signature

Date

Annexure – I

Compensation Details

Name: Vishal
 Designation: Associate Consultant
 Job Location: Hyderabad / Bangalore / Kochi

| Indicative Compensation Structure | |
|---|-----------------|
| Compensation Component | CTC Details (₹) |
| Base Compensation | |
| Basic | 134452 |
| HRA | 53781 |
| Special Allowance | 68851 |
| Conveyance | 19200 |
| Monetary Benefits | |
| Medical Allowances | 15000 |
| Food Allowance (optional for tax exemption) | 26400 |
| LTA | 13445 |
| Insurance Benefits¹ | |
| Health Insurance ² | 5000 |
| Fixed Annual Compensation | 336129 |
| Retirement Benefits | |
| Employer PF Contribution | 17280 |
| Gratuity ³ | 6591 |
| CTC per annum | 360000 |

¹ You are also entitled to an insurance coverage of ₹10, 00,000 under Group personnel accidental policy, without any additional premium

² Employee and five dependents (at an additional premium) are entitled to an insurance coverage of 2, 00,000 on floater policy under Health Insurance.

³ Gratuity Provision is as per the provisions of the 'Payment of Gratuity Act, 1972' and Superannuation Provision is as per 'Employees Provident Funds and Miscellaneous Provisions Act, 1952'.

CSE

1st December 2017

COVERING LETTER

To,

Mr. Vishnu V
No.90, 7th Cross,
4th Block, Dodda Bommasandra,
Bangalore North,
Karnataka, PIN: 560097

Dear Vishnu V,

We are pleased to forward your Appointment Letter and would like to formally welcome you to join the growing family of **Valtech India Systems Private Limited** (hereinafter referred to as Company, where the context so requires).

We are sure that you have had opportunities to understand in detail your job, the organization, etc. We would be glad to provide any further clarification, if any.

You are required to report for duty at our Bangalore Office. The address and contact number is as follows:

Address: **Valtech India Systems Private Ltd.**
30/A, 1st Main Road, Industrial Suburb,
3rd Phase, JP Nagar, Bangalore 560 068.
Ph: 080 - 2607 9999

We are in the process of building an Organization, where professionals would find full satisfaction of a challenging job and an interesting working environment. In this connection, we welcome your contributions too.

Kindly return the duplicate copy of the Appointment letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial long association with you.

Yours truly,
For **Valtech India Systems Private Limited**,

Ramachandra Kodi
Head - Human Relations

ANNEXURE – B
SALARY BREAK UP

| COMPONENTS | Per Month (INR) | Per Annum (INR) |
|--|-----------------|-----------------|
| Total Base Salary (A+B) | 23,379 | 2,80,549 |
| A.Total Fixed Salary | 16,529 | 1,98,346 |
| A1. Basic | 10,521 | 1,26,247 |
| A2. HRA | 4,208 | 50,499 |
| A3. Provident Fund (Employer Contribution) | 1,800 | 21,600 |
| B.Total Flexible Pay | 6,850 | 82,203 |
| C. Medical Insurance Premium* | | 5,295 |
| D. Gratuity | | 6,070 |
| E. Statutory Bonus | | 16,800 |
| Total Annual Cost To Company (CTC) (A+B+C+D+E) | | 3,08,714 |

| Flexible Pay Upper Limits | | |
|--|-----------|-----------|
| COMPONENTS | Per Month | Per Annum |
| B1. Medical | 1,250 | 15,000 |
| B2. Telephone | 3,000 | 36,000 |
| B3. Training | 2,500 | 30,000 |
| B3. Training | 200 | 2,400 |
| B4. Children's Education Allowance | 1,600 | 19,200 |
| B5(a). Conveyance Allowance | 1,800 | 21,600 |
| B5(b). Fuel Charges (4W) (upto 1.6L CC) | 2,400 | 28,800 |
| B5(c). Fuel Charges (4W) (more than 1.6L CC) | 5,000 | 60,000 |
| B6. LTA | 14,350 | 1,72,200 |
| Total Flexi Limits | | |

Flexible Pay Salient Features:

- Flexible Pay is a part of your salary.
- Flexible Pay would be paid to you subject to the Upper Limits, if you Declare and Claim the same, along with relevant supporting documents, as per stipulated process. Such amount would not attract tax.
- If you do not Declare for Flexible Pay, your eligible Flexible Pay amount will be taxed and paid to you along with Monthly Salary.
- If you Declare and then do not Claim your Flexible Pay, the said Flexible Pay amount will be taxed and paid to you at the end of the financial year.

1st December 2017

COVERING LETTER

To,

Mr. Vishnu V
No.90, 7th Cross,
4th Block, Dodda Bommasandra,
Bangalore North,
Karnataka, PIN: 560097

Dear Vishnu V,

We are pleased to forward your Appointment Letter and would like to formally welcome you to join the growing family of **Valtech India Systems Private Limited** (hereinafter referred to as Company, where the context so requires).

We are sure that you have had opportunities to understand in detail your job, the organization, etc. We would be glad to provide any further clarification, if any.

You are required to report for duty at our Bangalore Office. The address and contact number is as follows:

Address: **Valtech India Systems Private Ltd.**
30/A, 1st Main Road, Industrial Suburb,
3rd Phase, JP Nagar, Bangalore 560 068.
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We are in the process of building an Organization, where professionals would find full satisfaction of a challenging job and an interesting working environment. In this connection, we welcome your contributions too.

Kindly return the duplicate copy of the Appointment letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial long association with you.

Yours truly,
For **Valtech India Systems Private Limited,**

Ramachandra Kodi
Head - Human Relations

Appointment Letter

Dear Vishnu V,

Pursuant to the interview you had with us and based on the representations made by you, we are pleased to appoint you on the following terms and conditions:

1. Designation:

Your designation will be “Associate Software Engineer”

2. Compensation & Benefits:

2 (a) The Compensation & Benefits applicable to you is personal and should be treated as Confidential. This is not to be discussed or divulged to anybody else other than for statutory purposes.

2 (b) Your **Total Annual Cost To Company** (CTC) will be **Rs.3,08,714/-** (Rupees Three Lakhs, Eight Thousand, Seven Hundred & Fourteen Only.)

2 (c) Your **Annual Base Salary** will be **Rs.2,80,549/-** (Rupees Two Lakhs, Eighty Thousand, Five Hundred & Forty Nine Only.)per annum. The Annual Base Salary consists of Fixed and Flexible Components. Kindly refer Annexure B for more details.

2 (d) **Statutory Bonus:** In addition to your Annual Base Salary, you would be eligible to receive Statutory Bonus at the rate of Rs.16,800/- (Rupees Sixteen Thousand Eight Hundred Only) per annum, which would be prorated, and paid to you as per the provisions of the Payment of Bonus Act.

Further, to be eligible for this payment, you are required to be on the rolls of the Company, without any notice of resignation. Payments would be made in the subsequent payroll processing.

2 (i) Your compensation will be reviewed after the completion of a minimum period of 12 months from the date of your joining, as per the Compensation revision practices of the Company.

2 (j) Provident Fund Contribution- An amount equivalent to the Employer’s contribution to PF would be deducted from your Gross Salary and credited to your PF account, which is a Social Security benefit. Provident Fund Contribution is governed by The Employees Provident Funds and Miscellaneous Provisions Act 1952.

2 (k) Gratuity- You would be eligible for Gratuity as per the provisions of “The Payment of Gratuity Act-1972”.

2 (l) Your Salary components, Variable Pay, Incentives, Bonus and any other statutory / non-statutory benefits will be governed by company’s policies / procedures, taxation rules & policies and statutory guidelines that are applicable from time to time.

3 Effective Date of joining:

You are requested to report for duty on or before **16th July 2018**. Your appointment will come into effect from your date of joining.

4 Documents to be Submitted :

You are required to submit Documents stated in Annexure A on your date of joining.

5 Probation / Confirmation:

Your employment will be subject to a probationary period of 06 (Six) Months with effect from the date of your joining the Company. At the end of the duration of 06 months from the date of start of your employment in the Company, your services in the Company would be deemed to be confirmed, unless you are specifically informed otherwise. Please note, your performance will be evaluated during your Probation Period.

6 Notice Period:

The contract of employment is terminable by either party by giving 02 (Two) Months' notice in writing. Either party is not bound to give any reason thereof. The Company reserves the right to pay or recover salary in lieu of notice period or to relieve you before the expiry of the notice period. All Payment and recoveries made under this clause will be based on the Gross salary. In the event of any breach in the terms and condition stated in the Services Conditions and/ or Non-Disclosure Agreement or any act amounting to misconduct, your services are liable to be terminated without any notice or payment in lieu.

7 Separation

You are required to return / handover all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects or records, etc. belonging to the Company or relating to its business to the Company on the date of your relieving and shall not make or retain any copies of these items. You are also required to return to the Company all the assets given to you for official and/or personal use as per the various policies/schemes applicable to you as a part of your Compensation & Benefits. This would not apply to those assets or items, which are obligatory for you to buy under the concerned schemes. Employees are required to complete the Exit formalities & duly sign the 'No Dues' form on their last working date. In the event of not signing the 'No Dues', any claim made thereafter, pertaining to discrepancies in attendance, leave balance, shortfall in notice period, full & final settlement, etc, will be deemed as null & void.

8 Retirement

You will retire in the normal course from the services of the company on attaining the age of superannuation, which is, on the end of the month following your 58th birthday.

9 Leave(s) / Holidays

Valtech offers comprehensive benefits upon joining the Company. You are eligible for 21 (Twenty-one) working days of paid leave (all types of leave included), per calendar year. Your leave would be credited to you on pro-rata basis. Apart from this, you are also eligible for 10 (Ten) Holidays (National Holidays and Festival Holidays), on specific dates, as declared by the Company, per calendar year. In addition, eligible employees can avail Maternity and Paternity leave, separately, as per Company policy.

10 Service Conditions

Your services will also be governed by additional terms and conditions as explained in the Service Conditions attached herewith. The terms and conditions are subject to statutory requirements and Company Policies.

Please sign a copy of this letter and other attached documents in acceptance of the above terms and conditions as also the additional Service Conditions.

Yours truly,
for **Valtech India Systems Private Limited**

Ramachandra Kodi
Head – Human Relations

Encl.:

1. Service Conditions
2. Confidentiality Agreement

Acceptance:

I, agree to accept the terms and conditions mentioned above and also as in the Service Conditions document attached to this letter.

Name: **Vishnu V**
Place: **Bangalore**

Signature: -----
Date:

SERVICE CONDITIONS

Your appointment is subject to the following additional terms and conditions:

1. Your position is a whole time employment with the Company and you shall devote yourself exclusively to the business of the Company. You will not take any other work for remuneration [part-time or otherwise] or work on advisory capacity or be interested directly or indirectly [except as share or debenture holder] in any other trade or business during the employment with the Company. The authorized person should approve, in writing, any honorary professional engagement outside the work with the company.
2. The Company reserves the right to re-designate the Employees and allocate suitable responsibilities from time to time. The Company is not bound to give any reason thereof.
3. Your services are liable to be transferred in such capacity as the Company may from time to time determine or to any other location, department, establishment or Associate Company or Group Company. In such case, you will be governed by the terms and conditions of service as applicable to the new assignment. Such transfer could be to any location in India or any other country.
4. Company reserves the right to send you for training within or outside India, and in such event when you travel abroad for transition/knowledge/process transfer, you shall have to execute certain agreement (s) /documentation(s) as the Company may require from you. In view of the fact that the Company shall be making arrangements and making considerable expenditure for making specialized training available, the Company shall insist that the said agreement(s)/ documentation(s) be executed.
5. You shall agree that the following expenses, if committed during the recruitment process and incurred by the Company at the time of joining and thereafter, shall be remitted back to the company should you resign from the Company before 01(One) year from the date of your Joining.
 - a) Relocation/transportation to the place of posting from existing locations
 - b) Payment made in lieu of your loss of salary because of joining Valtech India Systems Private Ltd early, or any other payment made like above.
6. In case if you desire to resign from the Company before the said period of (One) year from the date of your joining, you hereby authorize the Company to deduct aforesaid expenses from all money due to you. Besides this you shall forthwith pay the shortfall to the Company.
7. During your employment with the Company, you will be governed by the Policies, Service Rules, and Regulations.
8. You are expected to perform effectively to ensure results and you will be expected to work extra hours to achieve this whenever the job so requires.
9. You may be required to undertake travel on Company work either within India or outside and you will be reimbursed travel expenses as per the Company Policy.

10. The Company has evolved a Confidentiality Agreement to protect the rights of the employee and also that of the Company while dealing with confidential information, documents, etc. The said Confidentiality Agreement forms part of the Service Conditions applicable to employees of your category. You are required to read, understand and sign the enclosed Confidentiality Agreement in acknowledgement of your acceptance of the conditions therein.

11. If you conceive of/invent/discover/improve on any new or advanced or current methods of improving processes/formulae/systems in relation to the operation of the Company or its affiliates or Customers, such developments, discoveries or inventions will be fully communicated to the Company and remain the sole right/property of the Company.

12. If any transaction with the Company involves conflict between your personal interest and the interest of the Company in dealings with suppliers, customers, and any other organization or individuals doing or seeking to do business with the Company, you are required to inform the Company in writing about the nature of such conflict of interest so that the Company could protect its right and address the transaction suitably.

13. During the term of your employment with the Company, if you are found to have willfully suppressed the information on being deported from any country / convicted by the court of law for any offence in India or outside India, or anytime such fact is brought to our information, in such case, your services are liable to be terminated without any notice and the Company reserves the right to recover all the Expenses incurred towards your travel including and not limited to VISA processing.

14. This offer is purely based on the information / documents provided by you and by accepting the offer, you specifically authorize the Company or any external agency of Valtech India Systems Private Ltd. to verify your educational, employment antecedents, your conduct and any other background checks prior to your joining the Company or thereafter. You shall extend your co-operation (if asked for) during such verification without any protest or demur. If any declaration given or information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, in such case, without prejudice to any other rights the Company may have against you, your services are liable to be terminated without any notice.

15. In the event of indiscipline or unsocial behavior or for actions that are detrimental to the Company, without prejudice to other rights the Company may have against you, your services are liable to be terminated without any notice.

16. (a) You undertake that you shall not join/do business with any of the Companies, Firms or Organizations or entity or person with whom you have had material dealings during the course of employment with us. This shall be applicable for a period of 24 Months after the cessation of your employment with the Company for any reason whatsoever.

(b) Upon termination of your employment with our Company for any reason, irrespective of the nature of termination of your employment, you agree that you shall not for a period of 24 months from the date of ceasing to be an employee, whether on your own account, either personally or by your agent, or on behalf of any other reason, directly or indirectly: Induce, procure or endeavor to induce any person who is an employee, agent, customer or consultant of the Company to leave the service of, or cease to provide service to our Company or solicit the employment of, or directly or indirectly employ, engage or hire as an employee or consultant any employee of the Company or assist or be instrumental in soliciting any employee of the Company.

(c) It may be noted that the Company reserves its rights to approach the Court of appropriate jurisdiction to seek injunction, restraint orders or other prohibitory relief against you with a view to restrain you from committing breach of 16(a) and 16(b) above.

(d) For the above purpose i.e., 16(a) and 16(b) Competitor / Competition means any Company, Firm Organization, entity or person who is engaged or intends to engage in one or more of the same or similar business activity as that of the Company.

17. You shall (A) maintain confidentiality of all information that you may have access to during the course of your employment and (B) abide by the Company Confidentiality / Non-Disclosure agreement

18. Your breach or non-compliance of 17 (A) and (B) will be a source of great loss to the Company and the extent of loss is not easy to assess. In this light the Company reserves the right to initiate appropriate legal action.

Any dispute arising pertaining to this Employment Agreement is subject to the jurisdiction of the Courts in Bangalore.

I, have read, understood and agree to abide by the above-mentioned Service Conditions applicable to employees of my category. I hereby voluntarily affix my signature below in confirmation of the acceptance of all the terms and conditions of my employment including the above Service Conditions.

Name: **Vishnu V**
Place: **Bangalore**

Signature: -----
Date:

ANNEXURE – A

- Scanned copy (of original) of the below documents, as applicable, to be sent via email to the concerned member of the Recruitment Team, within one week of receiving the offer.
- Original & Photocopy of the below documents, as applicable, to be produced at the time of joining the Company. Original documents will be returned immediately, after verification.

| Category | List of documents |
|--|--|
| Proof of Income Tax related Identification (Mandatory) | ➤ PAN card |
| Proof of Identity (any one) | <ul style="list-style-type: none"> ➤ Valid Indian Passport ➤ Voters Identity Card ➤ Driving License ➤ Bank pass book with attested customer photograph and signature. ➤ Aadhaar Card |
| Proof of Age (any one) | <ul style="list-style-type: none"> ➤ Birth Certificate ➤ Marks Sheet or passed Certificate - Matriculation |
| Residential Proof (any one) | <ul style="list-style-type: none"> ➤ Valid Indian passport (valid only if the address on passport is same as per the communication address) ➤ Latest Telephone Bill not older than 3 months ➤ Latest Gas connection bill showing consumption and complete address ➤ Latest Electricity Bill (with complete address of the account holder) - not older than 3 months ➤ Ration Card. ➤ Notarised registered rent agreement with latest electricity bill issued to landlord |
| Education Proof (all Documents are Mandatory) | <ul style="list-style-type: none"> ➤ 10th Marks Sheet & Certificate ➤ 12th Marks Sheet & Certificate ➤ Highest Degree Marks Sheet & Certificate ➤ Certificates of the any additional course(s) |
| Employment Proof (all Documents are Mandatory) | <p>For all past employment</p> <ul style="list-style-type: none"> ➤ Appointment Letters/Offer Letter, ➤ Relieving Letters, ➤ Experience / Service Certificate, |
| Other Documents (all Documents are Mandatory) | <ul style="list-style-type: none"> ➤ Photographs: 8 Passport Size [White Background] + Soft copy of the same ➤ Blood Group Certificate ➤ Hardcopy of the Resume |

ANNEXURE – B

SALARY BREAK UP

| COMPONENTS | Per Month (INR) | Per Annum (INR) |
|--|-----------------|-----------------|
| Total Base Salary (A+B) | 23,379 | 2,80,549 |
| A.Total Fixed Salary | 16,529 | 1,98,346 |
| A1. Basic | 10,521 | 1,26,247 |
| A2. HRA | 4,208 | 50,499 |
| A3. Provident Fund (Employer Contribution) | 1,800 | 21,600 |
| B.Total Flexible Pay | 6,850 | 82,203 |
| C. Medical Insurance Premium* | | 5,295 |
| D. Gratuity | | 6,070 |
| E. Statutory Bonus | | 16,800 |
| Total Annual Cost To Company (CTC) (A+B+C+D+E) | | 3,08,714 |

| Flexible Pay Upper Limits | | |
|--|-----------|-----------|
| COMPONENTS | Per Month | Per Annum |
| B1. Medical | 1,250 | 15,000 |
| B2. Telephone | 3,000 | 36,000 |
| B3. Training | 2,500 | 30,000 |
| B4. Children's Education Allowance | 200 | 2,400 |
| B5(a). Conveyance Allowance | 1,600 | 19,200 |
| B5(b). Fuel Charges (4W) (upto 1.6L CC) | 1,800 | 21,600 |
| B5(c). Fuel Charges (4W) (more than 1.6L CC) | 2,400 | 28,800 |
| B6. LTA | 5,000 | 60,000 |
| Total Flexi Limits | 14,350 | 1,72,200 |

Flexible Pay Salient Features:

- Flexible Pay is a part of your salary.
- Flexible Pay would be paid to you subject to the Upper Limits, if you Declare and Claim the same, along with relevant supporting documents, as per stipulated process. Such amount would not attract tax.
- If you do not Declare for Flexible Pay, your eligible Flexible Pay amount will be taxed and paid to you along with Monthly Salary.
- If you Declare and then do not Claim your Flexible Pay, the said Flexible Pay amount will be taxed and paid to you at the end of the financial year.

Notes:

- The 'Total Flexible Pay' mentioned above in the Salary Structure is as per the upper limits of the Flexible Pay. The Income Tax exemption on B5 is calculated based on **the option (any One) you choose:-** i.e. (5 a) Conveyance Allowance **or** (5 b) Fuel Charges (4W) (upto 1.6L CC) **or** (5 c) Fuel Charges (4W) (more than 1.6L CC).
- Flexible Pay (with respect to Telephone reimbursement, Training reimbursement) is exempted from Income Tax, if reimbursed on actual expenditure incurred by an Employee. To claim the tax exemption, an Employee needs to produce adequate supporting documents with regard to actual expenditure incurred. Unclaimed Flexible Pay amount (if any) would be paid after relevant tax deductions at the end of the financial year or as requested by an Employee, which will be paid along with the salary for the respective month.
- With respect to Leave Travel Allowance (LTA), if an Employee needs to claim tax exemptions from Income tax, then they would need to comply with the Income tax Act along with its rules. Unclaimed LTA amount (if any) would be paid to them after relevant tax deductions at the end of the financial year or as requested by an Employee, along with the salary payable for the respective month.
- All claims pertaining to Flexible Pay needs to be made to Finance Department in the required Form, on or before 15th day of a Month.
- If the Associate does not wish to declare to claim the Flexible pay, the said Flexible amount will be added to the Executive Allowance which is part of the Fixed Salary and the same would be taxed and paid along with monthly salary.
- Gratuity is applicable as per the provisions of the 'The Payment of Gratuity Act-1972'
- Medical Insurance Premium* : You will be eligible for Valtech Group Mediclaim Insurance scheme under which yourself, family and parents are covered for Rs.2,00,000/- for Mediclaim; Yourself covered for Rs.20,00,000/- under Accident Insurance and Rs.5,00,000/- under Group Term Life Insurance. Coverage under Group Mediclaim Insurance scheme is optional to employees.

Yours truly,
for **Valtech India Systems Private Limited**

Ramachandra Kodi
Head - Human Relations

Place: Bangalore
Date:

Name: **Vishnu V**
Date:

Signature:



CSE

July 2nd, 2018

Dear VISHWAS B

Congratulations! We are glad to offer you a position with **Lowe's Services India Private Limited (Lowe's India)**, on the following terms and conditions:

1. You will be designated as Associate SQA Engineer, at our Bangalore location.
2. You are requested to join us on or before **4th July 2018 at 10 am**.
3. Your annual fixed compensation will be **Rs. 4,54,545/- per annum**. In addition, you would be eligible to participate in the Bonus program as per the company policy. Your compensation at Lowe's India will be subject to deduction of taxes at source in accordance with the prevailing income tax regulations. The details of your compensation at Lowe's India are outlined in **ANNEXURE -A**.
4. You shall serve a probationary period of 3 months from the date of joining. Upon satisfactory performance review by your manager, you shall be confirmed in the permanent establishment of the Company.
5. The Company reserves the right to either extend the probationary period or invoke termination of this contract in the event that your performance is not up to expectation.
6. Your employment would require you to adhere to the rules, regulations and guidelines issued by Lowe's India in relation to your personal and professional conduct.
7. Your employment is subject to successful background verification checks by Lowe's India. In the event the results of background verification are unsatisfactory, Lowe's India, at its sole discretion, may withdraw this offer of employment without further notice, including after the acceptance and signing of this offer.

Lowe's Services India Private Limited

Building Willow - L2, Manyata Embassy Business Park, SEZ, Outer Ring Road, Nagawara, Bengaluru - 560 045
CIN: U72300KA2013PTC069867 | Ph: +91 080-67674000 | Email: india.communications@lowes.com
Website: www.lowes.co.in



Annexure A

| | | |
|--|------------------------|---------------|
| Name | | |
| Designation | Associate SQA Engineer | |
| Grade | L3 | |
| Department | CSC-B IT | |
| Fixed Cost | | 454,545 |
| Variable Cost ₄ | | 10% |
| Salary Components | Per ANNUM | Per MONTH |
| | (INR) | (INR) |
| Basic Salary ₁ | 181,818 | 15,152 |
| House Rent Allowance (HRA) ₂ | 72,727 | 6,061 |
| Statutory Bonus ₅ | 15,145 | 1,262 |
| Special Allowance | 163,037 | 13,586 |
| PF Employers Contribution ₃ | 21,818 | 1,818 |
| FIXED COST TO COMPANY[#] | 454,545 | 37,879 |

BENEFITS

| | |
|--------------------------|--|
| Gratuity | As per Payment of Gratuity Act, 1972 |
| Group Medical Insurance | INR. 500,000 (Self, spouse and 2 children), out of this INR 300,000 is also available to cover your parents. |
| Group Accident Insurance | 3 times of your Fixed salary or INR 1,000,000, whichever is higher. |

Note:

| | |
|--|---|
| Special Allowance - Flexible Compensation Plan(FCP) guidelines (eligible for Tax Exemption) | |
| Category:- | Max. eligibility as per IT guidelines |
| Leave Travel Allowance(LTA) | 1 month Basic /Up to Rs.2,00,000/- per annum *2 journeys in a block of 4 years |
| Telephone Bills | Max. Rs.30,000 per annum for 2 connections |

#Total Deductions : Professional Tax (PT); Tax Deducted at Source (TDS) if applicable.
PF - Employer and Employee contribution to be deducted from CTC.

Note 1 Company Variable pay plan is based on two parameters i.e., Company's financial performance and Individual performance rating at a given fiscal year. The variable amount is paid once in a year i.e., during March. The variable payout percentage may vary from 0% to 100% subject to the above. Employees hired post 31st December will be eligible to participate in the variable plan of new fiscal year.

2018-18-78



05 March 2018

PRIVATE & CONFIDENTIAL

To whom it may concern,

Re: Vivek P V 19221072017/13

Address: REVA University, Rukmini Knowledge Park Kattigenahalli, Yelahanka, Bangalore 560 064 Karnataka, India.

This letter is to confirm that **Vivek P V** is currently employed at Amazon Development Centre (India) Private Limited.

Vivek P V is employed as a **Prod Compliance Sr. Associate** and commenced employment with Amazon on **08 March 2018**.

The above information is given in the strictest confidence and with no liability accepted by the company or any of our employees. This information should not be divulged to any third party without first seeking permission from the respective Amazon entity.

On behalf of
Amazon Development Centre (India) Private Limited

Kind Regards,

Arijit Basu
Sr. Manager, HR Operations – HR Services

ICICI Securities

January 08, 2018

To,
Vyanktesh Dubey
Reva University
Rukmini Knowledge Park, Kattigenahalli,
Yelahanka, Bangalore-560064

Offer Letter

Dear Vyanktesh Dubey,

Further to the discussion we had, we are pleased to offer you an employment as "Senior Relationship Manager-MFA" at a fixed pay of Rs 3,50,000 per annum in our Mutual Fund Department and at South Region. You will be on probation for a period of six months or such extended period as may be decided by the company.

You shall be required to join the Company tentatively during the period of May 2018 to October 2018 at the above mentioned location. Your actual date of joining & induction plan will be communicated to you at least 15 days before your joining through your placement coordinator. Your detailed letter of appointment mentioning terms and conditions of the employment will be provided on your joining. Please note that this offer of employment is subject to successful completion of your course and to your acquiring knowledge specified by competent authorities from time to time. You are also required to complete and submit your NISM Series V-A (Mutual Fund Distributors Certification) on or before your date of joining. This offer may be discontinued without any further notice if you fail to fulfill the criteria stated above or any irregularities are found.

Your fixed pay details are enclosed herewith in Annexure 1.

For any further details you may get in touch with your Regional HR Manager- Madhuri S on 022-40701290 or drop an email at madhuri.shyamdasani@icicisecurities.com. Please acknowledge the offer by accepting a copy of this letter for our official records.

Yours truly,
For ICICI Securities Ltd


Sweta Mishra
Chief Manager - Human Resources

Member of National Stock Exchange of India Ltd. & Bombay Stock Exchange Ltd.
Capital Market : NSE Regn. No. INF 230773037, BSE Regn. No. INF 011286654
Futures & Options : NSE Regn. No. INF 230773037, BSE Regn. No. INF 010773035
Currency Derivatives : NSE Regn. No. INF 230773037
CIN No.: U67120MH1995PLC086241

ICICI Securities Limited
Registered Office (Institutional):
ICICI Centre, H. T. Parekh Marg,
Churchgate, Mumbai 400 020, India.
Tel. (91 22) 2288 2460/70
Fax (91 22) 2288 2445

Corporate Office (Retail):
Shree Sawan Knowledge Park, Plot No. D-507,
T.T.C. Ind. Area, M.I.D.C., Turbhe, Navi Mumbai - 400 705
Tel (91 22) 4070 1000
Fax (91 22) 4070 1022

Name of Compliance Officer (Broking Operations) : Ms. Mamta Jayaram Shetty
Email Address: complianceofficer@icicisecurities.com / Tel (91 22) 4070 1000
Website Address: www.icicisecurities.com / www.icicidirect.com

Received
Vyanktesh Dubey
MBA
8884739873



Annexure 1

| REMUNERATION DETAILS | | |
|---|-----------------------------------|----------------|
| NAME | Vyanktesh Dubey | |
| JOB TITLE | Senior Relationship Manager - MFA | |
| GRADE | E | |
| Components | Monthly | Annually |
| Basic | 10,208 | 122,500 |
| HRA | 5,104 | 61,250 |
| Transport Allowance | 1,600 | 19,200 |
| Medical Reimbursement | 1,250 | 15,000 |
| Leave Travel Assistance | 2,126 | 25,521 |
| Personal Pay | 7,652 | 91,829 |
| Retiral Benefits | | |
| Employer's Contribution to PF | 1,225 | 14,700 |
| Total Fixed Pay | 29,166 | 350,000 |
| ** Gratuity is payable after completion of 5 years of continuous service. | | |

ECE



8 Jul, 2018

YAMINI.K

Dear YAMINI.K,

We are pleased to extend to you an offer of employment with DXC Technology ("DXC" or "The Company"). This offer letter is in confirmation of the terms and conditions set forth for the position you are being considered for.

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal.

At DXC Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of the leading global information technology company and part of a culture that is driven to improve and outperform.

To accept the offer of employment, please E-sign by providing your full name and unique identifier.

We welcome you to join us in this exciting journey.

Thanking You,

Yours Sincerely,

{{Sig1_es_:signer1:signature}}

Arun D Rao
Director - Human Resources

* This is an electronically generated letter and hence does not require a signature.

Offer Letter**February 22, 2019****To,****Sridhar J****Subject:** Letter of Employment**Dear Sridhar,**

Congratulations, we are pleased to offer you the position of **Full Stack Developer** at Zylotech.

You will be based at **Bangalore**. You are advised to join us on or before **February 25, 2019**.

Your CTC will be **INR 705,359/-** per annum with applicable statutory deductions. Details of your salary are provided in **Annexure A**.

You have been appointed on the presumption that the particulars furnished in your application and resume is correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

You will be on Probation for a period of 6 months from the date of your joining Zylotech and shall continue to be so until and unless specifically communicated to you in writing.

Please submit the documents detailed in **Annexure B** along with your acceptance.

Please confirm your date of joining immediately on receipt of this mail. This offer will be valid for 3 days, after which the Management reserves the right to cancel the offer.

We look forward to welcoming you to the Zylotech family. We are confident that your skills and background will be a valuable asset to our team.

Yours Sincerely,

Nancy Gupta
Associate - HR

ANNEXURE A

| | | |
|------------------------------|-----------------------------|----------------|
| Name | Sridhar Janardhan | |
| Designation | Full Stack Developer | |
| Components of Salary | Monthly | Annual |
| Basic | 27,500 | 330,000 |
| HRA | 13,750 | 165,000 |
| Conveyance Allowance | 1,600 | 19,200 |
| Medical Allowance | 1,250 | 15,000 |
| Special Allowance | 10,900 | 130,800 |
| | | |
| Gross Salary | 55,000 | 660,000 |
| | | |
| Additional Components | | |
| Annual Bonus | | |
| Quarter Bonus | | 5,000 |
| Annual Incentive | | |
| Employer's Contribution PF | | 21,600 |
| Employer's Contribution ESI | | |
| Mediclaime | | 2,894 |
| Gratuity | | 15,865 |
| | | |
| | | |
| Cost to Company | | 705,359 |

Notes:-

- It is expected that individual compensation details would not be shared with other employees.
- The above compensation structure is subject to change without affecting emoluments adversely.

ANNEXURE B

Following is the list of documents to be submitted at the time of joining:

| Documents to be submitted |
|--|
| Updated Resume Copy |
| Passport Size Photo – 3 copies |
| Photocopy of 10 th and 12 th Mark sheet & Certificate (10 th for Date of Birth) |
| Photocopy of Graduation & Highest Qualification Mark sheets and Certificate's |
| Photocopy of PAN Card |
| Photo ID proof and Address proof (Passport Copy/ Driving License/ Voter ID Card) |
| Signed copy of offer letter issued by Zylotech |
| Photocopy of ADHAAR card (Mandatory) |
| Acceptance of resignation from last employer* |
| Experience and relieving letters of previous employer/s* |
| Copy of Salary Slip for the last three months* |

Note:-

* Not applicable to fresher's.



Capgemini Technology Services India Limited
Plant 2,'C' Wing, 1st Floor, Godrej IT Park,
Godrej & Boyce Compound, Gate No. 2,
L.B.S. Marg, Pirojshanagar, Vikroli (West),
Mumbai-400 079, Maharashtra, India.
Tel:+91.22.6686 0500 | Fax: +91.22.6755 7066
www.capgemini.com

Date: 1/23/2018

Ref No: HR/Campus/201830815

Ms. Aatiqa
Reva Institute of Technology & Management

Letter of Intent ("LOI")

Dear Aatiqa,

With reference to your interview conducted by us at Reva University, Bangalore, 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 subject to 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.

You will be required to undergo mandatory trainings prior to your joining Capgemini. Your joining will be conditional upon successfully clearing the mandatory trainings. 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. You will be required to undergo classroom training for a duration not exceeding 15 weeks. During the training period, your performance will be evaluated periodically.

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in the opinion of Capgemini.



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, 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 hear from you soon. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Sayyad Asad Kadri
Senior Director – Head Fresher Hiring



ANNEXURE 1

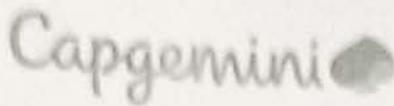
Aatiqa

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 2,40,000/- (Rupees Two Lakhs Forty Thousand 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 3,15,000/- (Rupees Three Lakhs Fifteen 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.

Sayyad Asad Kadri
Senior Director – Head Fresher Hiring

Signature: _____
Candidate Name: Aatiqa
Date: _____



Cappgemini Technology Services India Limited
Bund 2, V. Wing, 1st Floor, Coorej IT Park,
Coorej & Boyce Compound, Gate No. 2,
L. B. S. Marg, Prospanagar, Vilekri (West),
Mumbai-400 074, Maharashtra, India.
Tel: +91 22 6686 0500 | Fax: +91 22 6755 7066
www.cappgemini.com

Date: 1/23/2018

Ref No: HR/Campus/201830815

Ms. Aatiqa
Reva Institute of Technology & Management

Letter of Intent ("LOI")

Dear Aatiqa,

With reference to your interview conducted by us at Reva University, Bangalore, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Cappgemini Technology Services India Limited.**, (hereinafter referred to as "Cappgemini").

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 subject to the minimum passing percentage/ grade/ rank/ class as determined by Cappgemini.

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 Cappgemini. Cappgemini 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 Cappgemini.

You will be required to undergo mandatory trainings prior to your joining Cappgemini. Your joining will be conditional upon successfully clearing the mandatory trainings. Upon joining Cappgemini,

1. You are expected to enter into an employment agreement with Cappgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Cappgemini.
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. You will be required to undergo classroom training for a duration not exceeding 15 weeks. During the training period, your performance will be evaluated periodically.

Cappgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in the opinion of Cappgemini.



#15, 3rd Main, 3rd Cross, Maruthi Nagar, Shreyas colony, JP Nagar 7th Phase - 560078

To,
The Placement Officer
REVA University
Bangalore - 560064

Date: 15th March, 2018

Respected Sir,

We are pleased to inform you that our company has successfully completed the recruitment process for the current academic year at your esteemed institution. We are happy to announce that we have identified some exceptional talent and would like to extend job offers to the selected students. The roles and the students selected against each role along with the compensation break up is as under:

I. Process Executive Role

| Sl. No | Name | Role | CTC in LPA |
|--------|---------------------|-------------------|------------|
| | | | |
| 2 | Bindu S M | Process Executive | 2.8 |
| 3 | C Sai Prathik Reddy | Process Executive | 2.8 |
| 4 | C Sumanjali | Process Executive | 2.8 |
| 5 | Hema B R | Process Executive | 2.8 |
| 6 | Kavya V | Process Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Process Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

II. Sales Trainee L & D

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------------------------|-------------------|------------|
| 1 | Pinaki Lalit Agarwal | Sales trainee-L&D | 2.4 |
| 2 | Poojarani | Sales trainee-L&D | 2.4 |
| 3 | Rohith M Nayak | Sales trainee-L&D | 2.4 |
| 4 | Shruti | Sales trainee-L&D | 2.4 |
| 5 | Siddanthi Narasimham Vikram Simha | Sales trainee-L&D | 2.4 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Sales Trainee L & D | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 144000 |
| 2 | House Rent Allowance | 57600 |
| 3 | Special Allowance | 38400 |
| 4 | Total Compensation | 240000 |

III. Verbal Trainer

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------|----------------|------------|
| 1 | J Kalyan Kumar | Verbal Trainer | 2.8 |
| 2 | Kavya Patil | Verbal Trainer | 2.8 |
| 3 | Nidhi Kumari | Verbal Trainer | 2.8 |
| 4 | Rohan Nagaraj Kora | Verbal Trainer | 2.8 |
| 5 | Saquib Shaik | Verbal Trainer | 2.8 |
| 6 | Sharada N.S | Verbal Trainer | 2.8 |
| 7 | Swathi K V | Verbal Trainer | 2.8 |
| 8 | Ankitha B C | Verbal Trainer | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Verbal Trainer | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

IV. Marketing Associate

| Sl. No | Name | Role | CTC in LPA |
|--------|-----------------------|---------------------|------------|
| 1 | Manikandan R | Marketing Associate | 2.6 |
| 2 | Manjula Venkateswarlu | Marketing Associate | 2.6 |
| 3 | Manjunath Teja N | Marketing Associate | 2.6 |
| 4 | Manoj H E | Marketing Associate | 2.6 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Marketing Associate | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 156000 |
| 2 | House Rent Allowance | 62400 |
| 3 | Special Allowance | 41600 |
| 4 | Total Compensation | 260000 |

V. Business Development Specialist

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|---------------------------------|------------|
| 1 | ANUSHA V | Business Development Specialist | 2.8 |
| 2 | Ibrahim Mohamed Omar | Business Development Specialist | 2.8 |
| 3 | KRUTHIKA M R | Business Development Specialist | 2.8 |

| Compensation Break up | | |
|-----------------------|---------------------------------|-----------------|
| Position | Business Development Specialist | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |
| | | |

VI. Training Relationship Manager

| Sl. No | Name | Role | CTC in LPA |
|--------|---------------------------------------|------------------------------|------------|
| 1 | Kiran M | Trainee Relationship Manager | 3 |
| 2 | Poornima S | Trainee Relationship Manager | 3 |
| 3 | Pradeep Kumar | Trainee Relationship Manager | 3 |
| 4 | Rahul Koudal | Trainee Relationship Manager | 3 |
| 5 | Ranjith S D | Trainee Relationship Manager | 3 |
| 6 | Alam Nikesh | Trainee Relationship Manager | 3 |
| 7 | Amulya T C | Trainee Relationship Manager | 3 |
| 8 | Chejarla Venkata Vidya Sagar Reddy | Trainee Relationship Manager | 3 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Trainee Relationship Manager | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 180000 |
| 2 | House Rent Allowance | 72000 |
| 3 | Special Allowance | 48000 |
| 4 | Total Compensation | 300000 |

VII. Branding Executive

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|--------------------|------------|
| 1 | Bandee Vamsi Krishna | Branding Executive | 2.8 |
| 2 | Bhimesh | Branding Executive | 2.8 |
| 3 | Charchitha N Behura | Branding Executive | 2.8 |
| 4 | Kumar V | Branding Executive | 2.8 |
| 5 | Megha R | Branding Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Branding Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

We have reviewed their academic records, conducted thorough interviews, and are confident that they possess the necessary skills and qualities required to contribute to our company's success.

We will be sharing the individual offer letters for each of the selected candidates with copies marked to you.

We request you to kindly inform us about their examinations and the expected date they will be able to join our organization. We will plan their joining dates accordingly.

We would like to express our gratitude to you and your team for your cooperation and support throughout the recruitment process. It has been a pleasure working with your institution, and we hope to continue this partnership in the future.

Thank you once again for your valuable assistance.

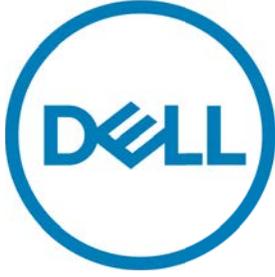
Yours Sincerely,

For Bizotic Talent Solutions Private Limited

Ramyashree S



Ramyshree S
Head of Finance & Operations



May 23, 2018

Abhishek

#306 Hasini meadows, 3rd main , vinayak nagar,bagalur cross, yelahanka
Bangalore 560063
India

Private & Confidential

Dear Abhishek,

Congratulations, and welcome to Dell!

We are pleased to extend our offer of employment to Abhishek (employee hereafter "you/your") with EMC INDIA S/W & SERV PVT ("the Company") conditional on the successful completion of the Company's Background Checks, and subject to the attainment of work permit, employment pass or employment visas, as may be applicable.

Your title will be Associate Sales Engineer Analyst at career level Individual Contributor I5, reporting to Rajkumar Ekanattheswaran (1001851), Director, Sales Engineer Analyst. Your start date is June 18, 2018 . You will be based at our offices in Bangalore, India.

You are requested to submit all Background Check documents within three (3) days of offer letter acceptance. Any delay in providing the same may lead to extension of your date of joining which will be intimated to you through e-mail. Timely submission of Background Check documents is hence emphasized.

Orientation

A member of our Onboarding team or Talent Acquisition team will be in contact with you prior to your joining date to assist you with your onboarding experience.



Core Business Hours

Your working hours shall be the number of hours as the Company may from time to time deem appropriate and as may be necessary to achieve the purposes of the Company (inclusive of a lunch break). Please take note that certain functions such as Sales, Technical Support, Manufacturing, Information Services require staggered/shift hours.

Place of Work

Your usual place of work will be at Bangalore, India. However, the company reserves the right at its discretion, and by this contract you hereby agree, to change your place to work, either on a temporary or permanent basis, to any other place where it now conducts or at some future date, may conduct its business or part of its business. Except at the discretion of the Company you will not be compensated or reimbursed for the costs involved in such relocation. You may be required to work at or from any office, branch or location of the Company or any client of the Company, as the need arises, which you agree to do so. In the event of you working in the premises of any other Company you shall comply with all Regulations and Codes of Conduct and legislative restrictions and requirements applicable in the workplace of any Company that you may be assigned to. Any breach of such legislation, Regulations or Codes of Conduct shall be deemed a serious breach of discipline and may result in dismissal.

Compensation

We are pleased to offer you a compensation package consisting of the following element(s):

Base Salary, of 480,000.00 per annum.

Base salary is comprised of Basic and Basket of allowances. Basic is 192,000.00. Basket is 288,000.00 INR Annual.

*The Basket of Allowances includes components such as HRA and LTA. You may be eligible for all the allowances or a combination of them, depending on other factors including your job grade. Please contact HR Staffing for further details regarding the components you are eligible for and the limits there under that are applicable to you.

Incentive Bonus Plan



You will be eligible for an annual bonus of 5% of your base salary on terms that may vary, depending upon the Company's financial results and attainment of strategic corporate initiatives. You will be eligible to participate in the bonus program on a pro-rated basis, calculated from your start date. The Company reserves the right to vary the terms and amount of your bonus, depending upon your performance, the company's financial results and attainment of strategic corporate initiatives. The terms of the Bonus Plan are subject to annual re-evaluation and modification by the Company. The bonus is paid after the end of the Company's fiscal year. You must be actively employed at time of payment in order to earn and receive the bonus.

Total Target Cash will be INR504,000.00 plus Retirals per annum.

Your salary will be paid each **month** via Electronic Funds Transfer to the bank account nominated by you. We will advise you of the relevant date of payment.

Benefits

The Company offers a variety of benefits to assist you and your family. You will enjoy all benefits in accordance with the Company's prevailing policy and practice. A summary of these benefits will be made available for your access after onboarding. The Company reserves the right, at its absolute discretion, to vary or amend the terms of any benefit or existing benefit policy offered in accordance with applicable local law.

Probation

Your first 6 **months** of service will be of a probationary nature. The Company may waive or reduce the probation period at its discretion. You are deemed to have successfully completed your probationary period after 6 months unless otherwise informed in writing by the Company. For a person whose immediate previous employment is with any of the Dell group of companies, this clause shall not be applicable.

Notice Period and Termination

During the probationary period, your employment may be terminated by either party at any time by giving to the other party written notice of not less than 30 **days** or salary in lieu thereof at the sole discretion of the Company.



Upon satisfactory completion of probation, your employment may be terminated by either party at any time by giving to the other party **60days** written notice prior to the termination date or salary in lieu at the sole discretion of the Company.

Notwithstanding the above, the Company reserves the right at all times to terminate your employment (including employment during your probationary period) forthwith without notice or payment in lieu of notice if you are involved in gross negligence, misrepresentation, serious misconduct, a breach of any Dell policy including but not limited to the Code of Conduct; or commit any act of fraud or dishonesty or any criminal offense. In such an event, without prejudice to the Company's rights at law and/or under other provisions of this letter, the Company shall pay only salary earned by you up to the date of termination.

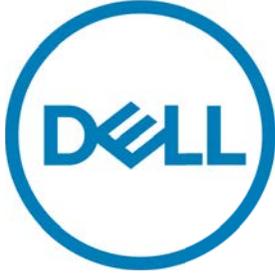
In the event of termination of services, you agree and authorize the Company to offset payment of any pro-rated allowance advances, and any other sums due to the Company to the extent permitted by law, against salary due and to withhold amounts that may be required by the relevant authorities. You will also be required to promptly deliver to Dell all originals and copies of materials, documents and property of Dell which are in your possession or control.

Restraint:

In addition, for a period of one year after termination of employment with the Company, you shall not approach or communicate with any customers of the Company, nor solicit or endeavor to take away from the Company, the business or any customers or clients of the Company. You further agree not to, for a period of [one year] after termination of employment with the Company, approach any employee of the Company or communicate with any employee of the Company with the effect of enticing, or attempting to entice any employee away from the Company.

Code of Conduct

The company's Code of Conduct sets out the standards of business conduct to which all employees are expected to adhere. We take our Code of Conduct very seriously in order to maintain the highest possible standard of ethics. Failure to adhere to the Code of Conduct is a disciplinary offence and may result in dismissal. A copy of the Code of Conduct shall be given to you in your Employee Orientation Program on joining. If you require a copy of any of the company's Code of Conduct before signing this employment contract please contact your Recruiter (i.e. signatory on this employment contract).



You should comply with the legal requirements of each country in which the Company conducts business and shall employ the highest ethical standards in your dealings. Use of any company assets for unlawful purposes is strictly prohibited.

In the event of you working in the premises of any other Company you shall comply with all Regulations and Codes of Conduct and legislative restrictions and requirements applicable in the workplace of any Company that you may be assigned to. Any breach of such legislation, Regulations or Codes of Conduct shall be deemed a serious breach of discipline and may result in dismissal.

Data Protection

will obtain, hold and use personal data relating to you in the context of your employment, including, but not limited, your name, number, cost centre, address, emergency contact details (e.g. home telephone number), educational details/history/qualifications and employment history, proof of right to work, any director or officer posts held, outcomes of any pre-employment screening, salary information including details on commissions bonuses and profit share, pension, stock option rights and details related thereto as well as additional benefit details, job description, job level, job grade, performance plans and performance rating details including sales and margin targets and achievements, Individual Work history.

The purposes of such processing are to administer and manage the employment relationship we have with you, and may include disaster recovery data duplication, administering and maintaining personnel records (includes sickness and other absence records), assessing fitness for work, paying and reviewing salary, bonus, profit share and other benefits (if any), providing and administering benefits such as pension, stock purchase and stock option programmes, life, health and medical insurance, analysing sales and sales related activity, career and succession planning, performance appraisals and reviews, employee development and training, resources and skills allocation, regulatory and legal compliance, carrying out activities related to compliance with the company's policies and procedures, providing references and information to future employers, governmental and regulatory agencies (includes tax, social security authorities) in a take-over or merger, providing information to a future purchaser or potential purchaser of or any part of 's business or a potential or future service provider as part of due diligence. You hereby consent to such data processing by , any other . company or any third party charged with providing services, information or benefits related to the employment and you further consent to transfer of data to a company or third party even if such company or third party is situated outside India in a country which does not offer a level of data protection compared to the level applied in India. will put in place adequate safeguards with such third parties to ensure an adequate level of data protection.



Confidentiality Obligation

You will not use, publish, misappropriate or disclose any "Confidential or Proprietary Information", during or after your employment, except as required in the performance of your assignment for the Company or as authorized in writing by the Company. Such Information shall include what you learn or originate during your employment which is not available or readily ascertainable from public sources, and includes such information disclosed by others in confidence to the Company. If in doubt, you will promptly consult your supervisor. Confidential and Proprietary Information includes, but is not necessarily limited to, the information described in sub-paragraphs below.

- a) Computer products, Company processes and device strategies planned or under development, including device specifications, system architecture, logic designs, circuit implementations and plans for unannounced and announced products;
- b) Software products in use, planned or under development, including operating systems adaptations or enhancements, language compilers, interpreters and translators, system design and evaluation tools, and application programs;
- c) Information relating to Company employees; actual and anticipated relationships between the Company and other companies; sales levels, profit levels, pricing and other unpublished financial data; and budget, staffing, compensation, equipment and related plans;
- d) Information relating to the Company's customer and vendor relationships. This includes performance requirements, development and delivery schedules, device and product pricing and quantities, and other information communicated to the Company by customers or vendors.

You will not use in your work or disclose to the Company any confidential or proprietary information of a third party unless the Company first receives written authorization from the third party allowing the use or disclosure of such information and unless the Company agrees in writing to receive such information on terms acceptable to the Company. You will abide by the restrictions imposed on the disclosure and use of such third party information.



You acknowledge that a violation of the provisions of this Agreement dealing with Confidential and Proprietary Information and Intellectual property may cause significant harm to the Company and that remedies at law may be inadequate to protect against a breach of such provisions. Accordingly, you agree that the Company shall be entitled, in addition to any other relief available to it, to the granting of injunctive relief without proof of actual damages or the requirement to establish the inadequacy of any of the other remedies available to it. You agree not to assert any defense in proceedings regarding the granting of any injunction or specific performance based on the availability to the Company of any other remedy.

For a period of one (1) year after leaving the Company's employment, you will give written notice to the new employer of your obligations regarding Intellectual Property, Confidential and Proprietary Information. For a period of one (1) year after termination of this Contract for whatever cause, you shall not solicit or endeavor to take away from the Company the business of any customers or clients of the Company.

Intellectual Property and Copyright

While you are an employee of the Company, you will promptly disclose to the Company, all Intellectual Property developed by you, solely or jointly with others, in the course of your employment. Intellectual Property includes each discovery, idea, improvement, or invention you create, conceive, develop or discover, alone or with others, which relates to the Company's business or results from the use of the Company's equipment, supplies, facilities, or information. All Intellectual Property, in whatever form, is the Company's property. You will assign to and agree to assign to the Company and its nominees, without additional compensation, all of your worldwide and perpetual rights in Intellectual Property. You will assist the Company in all ways, including giving evidence and executing any documents deemed helpful or necessary by the Company to establish, perfect, and register worldwide, at the Company's expense, such rights in Intellectual Property. You will not do anything in conflict with the Company's rights in Intellectual Property and will cooperate fully to protect Intellectual Property against misappropriation or infringement by third parties. If you come across any cases of infringement of the rights of the Company in its Intellectual Property, you will promptly notify the Company of such infringement and assist the Company in all ways to protect its Intellectual Property.

You hereby agree that the Company will be the copyright owner in all works of every kind and description created or developed by you, solely or jointly with others, in connection with any employment with the Company. If requested to, and at no further expense to the Company, you will execute in writing any acknowledgments or assignments of copyright ownership of such Copyrightable Works as may be appropriate for preservation of the worldwide and perpetual ownership in the Company and its nominees of such copyrights.



You further agree that the Company may use your name, voice, picture or likeness in the Company's advertising, training advertisement and other materials without payment or separate compensation to you both during and following your employment with the Company.

On the date your employment with the Company ends, you will promptly deliver to a designated representative of the Company all originals and copies of all materials, documents and property of the Company which are in your possession or control. You will also cooperate in conducting exit interviews with a designated representative of the Company. The purpose of the exit interviews will be to review confidential and proprietary information known or possessed by you and to confirm the Company's rights regarding non-solicitation, the protection of the confidential and proprietary information and the disclosure to the Company and its ownership of intellectual property.

Export Compliance

You will not export or otherwise transfer out of India or release to any person, Controlled Technology or Software, during or after employment with the Company, except as authorized in writing by the Company. Controlled Technology or Software is technology or software controlled under the U.S. Export Administration Regulations and includes, but is not limited to:

- Confidential and Proprietary Information of the type described in paragraph 4(a) above, to the extent that such information is not otherwise publicly available
- Technical information of , its affiliates, its customers or other third parties that is in use, planned, or under development, such as but not limited to: manufacturing and/or research processes or strategies (including design rules, device characteristics, process flow, manufacturing capabilities and yields); computer product, process and/or devices (including device specification, system architectures, logic designs, circuit implementations); software product (including operating system adaptations or enhancements, language compilers, interpreters, translators, design and evaluation tools, and application programs); and any other databases, methods, know-how, formulae, compositions, technological data, technological prototypes, processes, discoveries, machines, inventions, and similar items;
- Information relating to future plans of , its affiliates, its customers and other third parties, such as but not limited to: marketing strategies; new product research pending projects and proposals; proprietary production processes; research and development strategies; and similar items.



- Release includes disclosure to any person, oral exchange, and application to situations abroad of personal knowledge or technical experience. If you have any doubts regarding whether particular information is Controlled Technology or Software, please consult your manager, 's Legal Department, or 's Export Compliance Organization.

Training: The Company may also send you abroad for the purpose of specific skills training relevant to your employment with the Company. If your employment with the Company ends for any reason within the first twelve (12) months of you being sent abroad for specific skills training, you will repay to the Company, all of the costs paid to you or incurred on your behalf for this training.

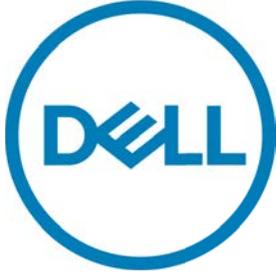
The company reserves the right to review the skills required to perform the job, and may introduce new trainings and certifications needed to impart the new skills and ways to measure the same. You shall undergo such trainings and certifications when needed and continue to successfully upgrade your skills and capabilities needed to perform the job effectively at expected levels.

Recovery of dues: In the event of any financial recovery to be made from you, the Company shall also be entitled to offset payment of any prorated allowance advances against salary due and to withhold amounts that may be required by relevant authorities. These repayment obligations cannot be waived except by a written communication by the Company.

Secondary employment and outside business ventures: While in the employment of the Company, you shall not undertake employment with any other Company on a temporary or part-time basis or offer your services with or without pay to any person, legal entity or public authority or to be occupied in your own business without the prior written consent of the Company.

Correctness of Information: This appointment is based on the information supplied by you in your application for employment. This appointment will be treated as "null and void" if any material error, in the management opinion, is discovered and/or due to non-disclosure of relevant information about you, to the company.

Service rules: For all other matters, not specified herein, you shall be governed by the company's policies, conditions of service, service rules and amendments made and communicated from time to time.



Retirement

You shall retire on the attainment of sixty two (62) years unless specifically communicated by the company in writing to continue in service beyond this age.

Regards,

Gangadhar Salimath
Sr Manager, Talent Acquisition



Confirmation of Acceptance

I, Abhishek , confirm that I have read, understood and accept the terms and conditions of employment with Dell. I authorize the Company to make deductions from my wages pursuant to clause "remuneration" of this agreement.

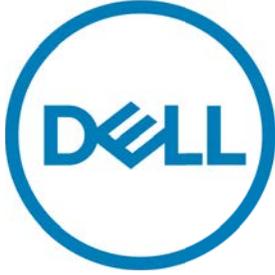
I confirm that I will commence employment with Dell on 18 Jun, 2018.

Abhishek

Date

We have partnered with a vendor to enable you to review and accept employment related documents electronically in an efficient, secure and protected manner. The documents are encrypted. Your electronic signature cannot be changed once signed. You will be able to print out full copies of your signed documentation for your records. Within each document, the system will guide you to all relevant sections which need to be completed and signed.

Electronic is our preferred, and most efficient, method for managing the documentation. However, if you prefer, you can print and sign all of the documents, and scan and email the originals to Lovely Faith / Lovely.Faith@Dellteam.com. If you need to return the documentation in a different manner, please let your recruiter know.



Annexure

Notice Period Buyout

The Company will pay for your Notice pay recovery if any, as agreed during the HR interview. If my employment ends within the first 12 months of my hire date*, either due to my resignation (regardless of the reason) or because terminates the employment for cause (as determined by at its sole discretion), I will be required to repay to the entire notice period that has been bought out by at the time of my joining. Gross up on notice period buyout will be done on a case to case basis depending on the tax treatment availed in the previous employment/s. You need to submit the necessary document in support of Notice Period Buyout claim.

*** Hire Date shall mean the date of transfer in case of current employees who have opted for a personal transfer and the date of joining in case of new hires.**

I agree that the repayment amount for any of the categories as detailed above will become fully due and payable upon my termination of employment. I hereby authorize , to the full extent allowed by law, to deduct the repayment amount for any of the categories as detailed above from any monies owed to me by , including, but not limited to: wages, final paycheck, reimbursement for expenses, payment for unused benefits, refunds of contributions to benefit plans or programs, and/or any other sums payable to me by .

Abhishek

Date

Signature: 

Email: abyscores0503@gmail.com



Offer: Computer Consultancy
Ref: TCSL/CT20172238732/Bangalore
Date: 10/01/2018

Mr. Abhishek Senapati
Flat No.108, Slv Defence Orchids, 1st Main, 1st Cross, Babanagar, Yelahanka.,
Yelahanka,
Bangalore-560063,
Karnataka.
Tel# -

Dear Abhishek Senapati,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/CT20172238732

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



GROSS SALARY SHEET

Annexure 1

| | |
|----------------|--|
| Name | Abhishek Senapati |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|---------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 10,200 | 1,22,400 |
| Bouquet Of Benefits # | 13,000 | 1,56,000 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,224 | 14,688 |
| Gratuity | 490 | 5,887 |
| Total of Annual Components & Retirals | 1,715 | 28,475 |
| Retention Incentive | NA | 0 |
| TOTAL GROSS | 27,415 | 3,36,875 |

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

| Component Category | Monthly | Annual |
|----------------------------------|---------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Conveyance Allowance | 800 | 9,600 |
| Leave Travel Assistance | 850 | 10,200 |
| Sundry Medical Reimbursement | 500 | 6,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 6,270 | 75,240 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |



Offer: Computer Consultancy
Ref: TCSL/CT20172238732/Bangalore
Date: 10/01/2018

Mr. Abhishek Senapati
Flat No.108, Slv Defence Orchids, 1st Main, 1st Cross, Babanagar, Yelahanka.,
Yelahanka,
Bangalore-560063,
Karnataka.
Tel# -

Dear Abhishek Senapati,

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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After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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TCSL/CT20172238732

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



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to 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 ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Conveyance Allowance

You will be eligible for a conveyance allowance of ₹800/- per month.

3. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or 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.

4. Sundry Medical Reimbursement

You will be eligible for reimbursement of sundry medical expenses incurred by you for you and your family. You are eligible for ₹6,000/- per annum or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail tax benefit you may submit medical bills for the same at the end of each calendar quarter. At the end of the financial year, the unavailed amount will be taxable.



5. Personal Allowance

You will be eligible for a monthly personal allowance of of ₹6,270/- per month. This component is subject to review and may change as per TCSL's compensation policy.

6. 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 Initial Learning Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.



OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹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.

TCS Confidential

TCSL/CT20172238732

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TATA CONSULTANCY SERVICES

WYDEHI 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



Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expense-s towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.



2. Disclaimer

Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.



6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.



11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.



15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Permanent Account Number (PAN) Card
You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
- An affidavit/notarised undertaking stating:
*There is no criminal offence registered/pending against you



*There is no disciplinary case pending against you in the university

*If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) at our offices, as identified, for such period as TCSL may decide. The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.



Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCSL Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

| | |
|-----------------------|---|
| Name | Abhishek Senapati |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|----------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 10,200 | 1,22,400 |
| Bouquet Of Benefits # | 13,000 | 1,56,000 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,224 | 14,688 |
| Gratuity | 490 | 5,887 |
| Total of Annual Components & Retirals | 1,715 | 28,475 |
| Retention Incentive | NA | 0 |
| TOTAL GROSS | 27,415 | 3,36,875 |

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

| Component Category | Monthly | Annual |
|----------------------------------|----------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Conveyance Allowance | 800 | 9,600 |
| Leave Travel Assistance | 850 | 10,200 |
| Sundry Medical Reimbursement | 500 | 6,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 6,270 | 75,240 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |



Annexure 2

Regional Offices

| | |
|--|---|
| <p>Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601</p> | <p>Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114</p> |
| <p>Chennai Lead- Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555</p> | <p>Delhi Lead-Talent Acquisition Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735</p> |
| <p>Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222</p> | <p>Kolkata Lead-Talent Acquisition TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003</p> |
| <p>Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001</p> | <p>Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190</p> |
| <p>Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107</p> | <p>Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499</p> |



Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.



2. Retainer/Consultant's Obligations

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of Retainer/Consultant-ship, the Retainer/Consultant agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

The Retainer/Consultant agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and the Retainer/Consultant hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests the Retainer/Consultant may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.



4. Prior knowledge

The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines

The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Retainer/Consultant's Rights

The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.



9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.



May 23, 2018

Abhishek
#306 Hasini meadows, 3rd main , vinayak nagar,bagalur cross, yelahanka
Bangalore 560063
India

Private & Confidential

Dear Abhishek,

Congratulations, and welcome to Dell!

We are pleased to extend our offer of employment to Abhishek (employee hereafter "you/your") with EMC INDIA S/W & SERV PVT ("the Company") conditional on the successful completion of the Company's Background Checks, and subject to the attainment of work permit, employment pass or employment visas, as may be applicable.

Your title will be Associate Sales Engineer Analyst at career level Individual Contributor I5, reporting to Rajkumar Ekanattheswaran (1001851), Director, Sales Engineer Analyst. Your start date is June 18, 2018 . You will be based at our offices in Bangalore, India.

You are requested to submit all Background Check documents within three (3) days of offer letter acceptance. Any delay in providing the same may lead to extension of your date of joining which will be intimated to you through e-mail. Timely submission of Background Check documents is hence emphasized.

Orientation

A member of our Onboarding team or Talent Acquisition team will be in contact with you prior to your joining date to assist you with your onboarding experience.



Core Business Hours

Your working hours shall be the number of hours as the Company may from time to time deem appropriate and as may be necessary to achieve the purposes of the Company (inclusive of a lunch break). Please take note that certain functions such as Sales, Technical Support, Manufacturing, Information Services require staggered/shift hours.

Place of Work

Your usual place of work will be at Bangalore, India. However, the company reserves the right at its discretion, and by this contract you hereby agree, to change your place to work, either on a temporary or permanent basis, to any other place where it now conducts or at some future date, may conduct its business or part of its business. Except at the discretion of the Company you will not be compensated or reimbursed for the costs involved in such relocation. You may be required to work at or from any office, branch or location of the Company or any client of the Company, as the need arises, which you agree to do so. In the event of you working in the premises of any other Company you shall comply with all Regulations and Codes of Conduct and legislative restrictions and requirements applicable in the workplace of any Company that you may be assigned to. Any breach of such legislation, Regulations or Codes of Conduct shall be deemed a serious breach of discipline and may result in dismissal.

Compensation

We are pleased to offer you a compensation package consisting of the following element(s):

Base Salary, of 480,000.00 per annum.

Base salary is comprised of Basic and Basket of allowances. Basic is 192,000.00. Basket is 288,000.00 INR Annual.

*The Basket of Allowances includes components such as HRA and LTA. You may be eligible for all the allowances or a combination of them, depending on other factors including your job grade. Please contact HR Staffing for further details regarding the components you are eligible for and the limits there under that are applicable to you.

Incentive Bonus Plan



Extramarks Education India Private Limited

D-180, Sector-63, Noida, U.P. - 201301, India

Ph. : +91-120-4175300

Date : 08-Jan-2018

Name : Abhishek Pise

Location: Karnataka,

Address: Reva University, Kattigenahalli, Yelahanka, Bangalore-560063, Bangalore, Karnataka - 560063

Dear Abhishek Pise, EXTRMR08062020/08

Subject: Offer letter of employment as **Business Development Executive**.

With reference of your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company (CTC) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible as but not later than **27-Jan-2018**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

As the first step to joining, we would require you to kindly upload the following documents.

- Copies of Educational Certificates.
- Passport size photographs.
- Last payslip received from the previous employer.
- Clearance from previous employer.
- Address Proof.
- Identification Proof (PAN Card/Driving License/Voter ID/Passport Copy).
- PF documents (Form 11 & Form 2).
- Reference sheet form.
- Adherence to Anti-Corruption Policy.

The URL for the link is: <https://careers.extramarks.com/index/filldetail/refId/MjU1NjUzMjI=>

You would also need to upload a scanned copy of this letter with your acceptance. In case you need any help or have any query, do let us know.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

You agree, acknowledge and authorize the Company to carry out necessary verification, background check on you (which may be carried out by a third party) from your institution, college, previous employer etc. Should the Company receive any negative feedback during such verification, background check, the Company shall be well within its right to withdraw/terminate this offer letter (including your appointment, if made) without any legal liability on the Company.

We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead!

Sincerely,

HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before **27-Jan-2018**

Accepted

Registered Office : 506, Surya Kiran Building, 19 K.G. Marg, Connaught Place, New Delhi - 110 001.

Ph. : +91-011-40392333 / Fax : +91-011-23733114/ CIN : U80900DL2015FTC283323 / www.extramarks.com

2018-18-108 119

NEUDESICSM

Corp Office: Unit No.101, B-9, K Raheja Mind space IT Park, Madhapur, Hyderabad -500 081 • Ph. +91 40 40072112 • www.neudesic.com

18 December 2018

Abhishek S

Employment offer

Dear Abhishek S, NDSC 10/12/2018/06

We are very happy that you have approached us, "Neudesic" for employment. As a result of our recent discussions and after careful consideration, we would like to extend an offer of employment to you as **Associate Consultant** if you choose to accept this offer before **20 December 2018**. Your date of joining would be on or before 31 December 2020 and will be intimated to you after the successful completion of your current educational program. The compensation and terms of employment are set forth below:

Your compensation will be **INR 360000/- per annum**, (compensation structure given in Annexure I), less taxes and deductions as applicable by the Govt. of India for all required withholdings, and paid in accordance with the Company's normal payroll procedures. Your compensation will be paid monthly basis.

Our work culture is informal and we try to encourage self-motivated individuals. We will try and make every effort to ensure that you have an atmosphere that brings out the best in you. As a responsible employee, you would be required to work not less than 45 hours per week. As a company employee, you will be required to follow the corporate rules and policies. You may not disclose confidential company information to unauthorized third parties.

We have prepared a formal Employment Agreement for your review and acceptance which details the complete terms of your employment with Neudesic available in Annexure II. This letter and the Employment Agreement form the complete and exclusive statement of employment between you and the Company. These employment terms supersede any other agreements, understandings, promises, or communications, written or oral, by or on behalf of the Company. The terms and conditions of your employment will be in accordance with the Company's policies and procedures which you are required to peruse before joining.

If you choose to accept this offer of employment, please revert to our mail within 2 days confirming your acceptance. We hope you accept this offer and we look forward to working with you.

Sincerely,

Ishita Panda
Manager, Human Capital Management
Neudesic Technologies Private Limited

EMPLOYEE STATEMENT:

I agree with and accept the terms set forth in this letter.

Print Name

Signature

Date



DHL SUPPLY CHAIN INDIA PVT. LTD.

702, 7th Floor,
Tower B, 247 Park,
LBS Road, Vikhroli (West),
Mumbai - 400 083, Maharashtra, India.

Ref No: DSC/HO/GT/2018/009

Date: June 20, 2018

Achyuthananda Sagar G

South

Sub: Offer

Dear Achyuthananda

This has reference to the meeting you had with us in connection with employment in our organization. We are glad to inform you that you are selected for the post, details of which are given below:

| | |
|------------|--------------------|
| Role Title | : Graduate Trainee |
| Department | : Operations |
| Location | : Bangalore |
| Division | : DSC |

We would appreciate if you could join us on or before **10th July, 2018**. This contract will become invalid if you do not join the services of the company within 45 days from the date of your acceptance.

Your appointment in our organisation will be under the following terms & conditions:

1.0 Work Timings

You will be governed by the timings and the hours of work applicable to the establishment.

2.0 Leave

You will be entitled to leave as per the Company rules.

3.0 Probation Period

You will be on training period for **2 years** and after successful completion of training & based on performance you will be absorbed as permanent employee.

4.0 Salary

4.1 The break-up of your compensation is mentioned in the attached Annexure.

4.2 You will be granted an annual increment based on your performance and contribution according to the company policies.

4.3 Any employee who has joined after 30th September will not be eligible for Bonus in that Particular year and no make-up payment will be made in the following year.

DHL SUPPLY CHAIN

Registered Office:

DHL SUPPLY CHAIN INDIA PVT LTD
702, 7th Floor, Tower B,
247 Park, LBS Road, Vikhroli (West),
Mumbai - 400 083, Maharashtra, India.
CIN : U74120MH2013PTC242240

Phone : +91 22 6136 2000
Fax : +91 22 6136 2090
E-mail : dhlsupplychain@dhl.com
www.dhl.com





5.0 Provident Fund

You shall be covered as per the provisions of Employees Provident Fund Act, 1952, from the date of Joining as per the rules applicable.

6.0 Gratuity

You will be entitled to Gratuity as per the provisions of the payment of Gratuity Act 1972 on completion of 5 years of continuous service with DHL.

On separation, subject to the conditions mentioned above, you will be entitled to receive a gratuity @ 15 days of basic salary for every year of service completed with DHL.

Gratuity amount is exempted from tax up to a maximum limit of Rs.10,00,000/- only once in an individual's career even though this might span multiple Organizations.

7.0 General

7.1 You are required to adhere to the disciplinary requirements of the Company.

7.2 It is an express condition that the Company's personnel are whole-time employees and accordingly, you shall fully devote your time to the Company's business. You shall not, without express permission, undertake any other Business, work, or public office, on payment or otherwise. In the event of breach of this condition on your part, you will liable for termination of your services with immediate effect.

7.3 You will be bound by the rules and regulations as declared by the Management hereafter, from time to time, in relation to conduct, discipline, medical fitness, leave, holidays and all matters relating to terms and conditions of service.

7.4 You shall not give out to anyone in any manner whatsoever particulars, or any details of any of the matters pertaining to the Company or its working, or any other confidential information. In the event of breach of this condition on you part, you will be liable for termination of your services with immediate effect.

7.5 In the event you are absent for continuous period of 8 days from your duty without information or permission of leave or you overstay your sanctioned leave, the Management will treat you as having voluntarily abandoned the services of the Company without notice.

7.6 You must return to the Company, upon request, and in any event, upon termination of your employment, all documents and tangible items which belong to the Company or which refer to any confidential information and which are in your possession or under your control.

7.7 You shall keep the company informed in writing, of any change in your Name and Address.

8.0 Notice Period

The notice period / notice pay of **30 days** will be applicable on either side, in case of resignation / termination of services after confirmation.

However, for misconduct, misbehavior or fraud, the Company may terminate your services with immediate Notice and no monetary liability is lieu of Notice.



9.0 Retirement

9.1 You will retire from the services of the Company on the day you complete the age of 58 years.

9.2 For determination of age, the details in the documents furnished by you and verified by the Company at the time of joining will be considered.

10.0 Transfer and Travel

Your services are transferable to any other office of the Company in India & the decision with regard to this is solely on the management.

You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.

11.0 Background Checks

As a part of the joining formalities, the Company will conduct background checks. Your appointment will be made on the basis of your particulars such as CV, qualification certificates, experience letters, salary details etc. as given in your application for employment and in case any information as given by you is found false or incorrect your appointment will be deemed void ab initio and liable for termination without any notice or salary in lieu of notice.

12.0 Additional Benefits

You will be entitled for **group mediclaim insurance cover up to Rs. 3,00,000/-** for hospitalisation. This is a family floater mediclaim policy which covers spouse and two kids, provided enrolment details are registered with the local Human Resource team at the time of joining.

You will also be eligible for **Group Term Life Insurance & Personal accident insurance** as per grade entitlement.

You are requested to inform the company of any change in your joining date.

Please sign the copy of this contract letter in token of your acceptance of the terms & conditions of service stated herein and return it to us.

The Company reserves the right to vary, amend, substitute the benefits contained herein.

We welcome you to our organisation, and look forward to having a mutually beneficial long-term association.

Thanking you,

Yours faithfully,

For **DHL Supply Chain India Pvt. Ltd.**,


for **Shashank Jagirdar**
Senior Director - Human Resource

Date: June 20, 2018



Annexure - I

Achyuthananda Sagar G

Graduate Trainee

| Pay Component | Per Month | Per annum |
|--|--------------|---------------|
| Basic Salary | 15587 | 187043 |
| House Rent Allowance (50% of basic) | 7793 | 93521 |
| Personal Pay | 3117 | 37409 |
| Bonus | 3117 | 37409 |
| Total Monthly Payment | 29615 | 355381 |
| Annual Guaranteed Payment | | 355381 |
| Target Bonus (100% achievement of targets) | | 23177 |
| Retiral Benefits | | |
| Provident Fund 12% of basic | 1870 | 22445 |
| Gratuity | | 8997 |
| Target Cost to Company | | 410000 |

Annual Base Salary

355381

For DHL Supply Chain India Pvt. Ltd.,


Shashank Jagirdar
Senior Director - Human Resource

Date: June 20, 2018



ANNEXURE - II

Documents to be brought on the day of joining:

1. Recent two passport size photographs
2. ICICI / HDFC – Bank Account number, if already having an account with this bank.
3. Relieving letter from previous employer.
4. Relevant Educational Certificates.
5. Copy of Permanent Account Number Card
6. Address Proof

MECH



DHL SUPPLY CHAIN INDIA PVT. LTD.

702, 7th Floor,
Tower B, 247 Park,
LBS Road, Vikhroli (West),
Mumbai - 400 083, Maharashtra, India

Ref No: DSC/HO/GT/2018/009

Date: June 20, 2018

Achyuthananda Sagar G

South

Sub: Offer

Dear Achyuthananda

This has reference to the meeting you had with us in connection with employment in our organization. We are glad to inform you that you are selected for the post, details of which are given below:

Role Title : Graduate Trainee
Department : Operations
Location : **Bangalore**
Division : DSC

We would appreciate if you could join us on or before **10th July, 2018**. This contract will become invalid if you do not join the services of the company within 45 days from the date of your acceptance.

Your appointment in our organisation will be under the following terms & conditions:

1.0 Work Timings

You will be governed by the timings and the hours of work applicable to the establishment.

2.0 Leave

You will be entitled to leave as per the Company rules.

3.0 Probation Period

You will be on training period for **2 years** and after successful completion of training & based on performance you will be absorbed as permanent employee.

4.0 Salary

- 4.1** The break-up of your compensation is mentioned in the attached Annexure.
- 4.2** You will be granted an annual increment based on your performance and contribution according to the company policies.
- 4.3** Any employee who has joined after 30th September will not be eligible for Bonus in that Particular year and no make-up payment will be made in the following year.

DHL SUPPLY CHAIN

Registered Office:

DHL SUPPLY CHAIN INDIA PVT LTD
702, 7th Floor, Tower B,
247 Park, LBS Road, Vikhroli (West),
Mumbai - 400 083, Maharashtra, India
CIN : U74120MH2013PTC242240

Phone : +91 22 6136 2000
Fax : +91 22 6136 2090
E-mail : dhlsupplychain@dhl.com
www.dhl.com

✓R

Annexure - I

Achyuthananda Sagar G

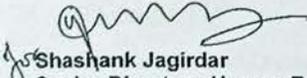
Graduate Trainee

| Pay Component | Per Month | Per annum |
|--|--------------|---------------|
| Basic Salary | 15587 | 187043 |
| House Rent Allowance (50% of basic) | 7793 | 93521 |
| Personal Pay | 3117 | 37409 |
| Bonus | 3117 | 37409 |
| Total Monthly Payment | 29615 | 355381 |
| Annual Guaranteed Payment | | 355381 |
| Target Bonus (100% achievement of targets) | | 23177 |
| Retiral Benefits | | |
| Provident Fund 12% of basic | 1870 | 22445 |
| Gratuity | | 8997 |
| Target Cost to Company | | 410000 |

Annual Base Salary

355381

For DHL Supply Chain India Pvt. Ltd.,


Shashank Jagirdar
Senior Director - Human Resource

Date: June 20, 2018

CSE

Date - September 22, 2017

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block,
Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear ADARSH M REVADI,

Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works.

We are very pleased to provide this Expression of Interest, which reiterates our intention to hire you, subject to successful completion of our normal pre-recruitment processes (including a background check & pre screening, if applicable). After you provide other information, supporting documents and successfully meet our requirements, we propose to issue a Formal Offer Letter to you.

Please note this Expression of Interest is neither an offer nor a legally binding contract of employment.

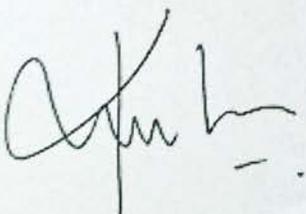
The Expression of Interest shall remain valid until the earlier of date of the Formal Offer Letter or nine months hereinafter.

If any information supplied by you in your application or during the selection process is found to be unsatisfactory, incorrect or false and/or if you suppress material information regarding your qualifications and experience, IBM reserves the right to revoke this Expression of Interest without notice. IBM's decision in this respect shall be final.

The terms of Expression of Interest are strictly between you and IBM. Please treat this information as personal and confidential.

We look forward to the opportunity to work with you and hope to convert this Expression of Interest into a formal employment relationship between you and IBM upon the successful completion of all pre-recruitment procedures.

Sincerely,



Rohit K Vohra
Recruitment Leader
India/SA

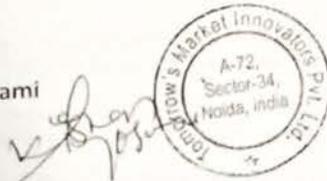
TO WHOM SO EVER IT MAY CONCERN

This is to certify that Ms. Adiba Shafi S has successfully completed winter project with our organization. Her work has been satisfactory and had showed complete dedication towards project. The duration for the project was for three months starting January 2018 to March 2018.

We wish him all the best in his career.

For Tomorrow's Market Innovators Private Limited

Kishan Goswami



Tomorrow's Market Innovators Pvt. Ltd.

Registered Office:
Sai Grace, A-72, Sector-34,
Noida-201307, U.P., India

Head Office:
2nd Floor B-3, Sector - 2,
Noida - 201301, U.P., India

Phone :
+91-0120-4132788, 4322037
4242788, 4242789

CIN No: U74120UP2013PTC054919
Email Id: info@marketins.com
Website: www.marketinsightconsultants.com

2017-18-48

Date: 31st January 2018

FORM 'A'

To,

Adityan R
Bangalore

Dear Adityan R, INTLPTSS 3101R018/01

We are pleased to forward you the Offer Letter attached herein and would like to formally welcome you to the growing IntelliPaat family.

We are sure that you have had sufficient opportunity to understand in detail about your job role and about the organization. We would be glad to provide you with further clarification if you need it.

You are required to report for duty at our Bangalore office. The address of our office is as follows:

Address: 1st Floor, Khykha Court-I, No.5,

1st cross, Madiwala, Hosur Road,

1st cross Rd, Bengaluru, Karanataka-560068

We are in the process of building a robust organization, wherein professionals would find full satisfaction of working in an interesting, challenging and fruitful job environment. In this connection, we are eagerly looking forward to your contributions to the IntelliPaat family as a valued employee soon.

Kindly return the duplicate copy of the appointment letter, duly signed, as a token of your acceptance of the same

We look forward to a mutually beneficial and long lasting relationship with you.

Yours Truly,

For IntelliPaat Software Solutions Private Limited

Anisha Goyal

Talent Acquisition Specialist



ABSOLUTE

Surveyors

2018-18 - H1

Date: 05th July 2018

Dear Aditya Pravash Kumar

ABSR05072018/04

We are pleased to confirm you have been selected to work for **Absolute Surveyors** as "Business Development associate".

The above information is given in the strictest confidence and with no liability accepted by the company or any of our employees. This information should not be divulged to any third party without first seeking permission from the respective Absolute entity.

Responsibilities are to:

- Willing to familiarize yourself with the company's vision and mission, seeking to accomplish set goals and objectives.
- Cultivating strong relationships with new clients, while maintaining existing client relationships.
- Working closely with staff across departments to implement growth strategies.
- Developing and implementing sales strategies, client service and retention plans, and analyzing sales data to inform or update marketing strategies.

Financial Offer - Salary and Benefits:

- 3, 00,000/- per annual fixed salary will be offered for the designation "Business Development associate".
- 2, 00,000/- will be offered as compensations and benefits for group insurance, health care.

We are delighted to send you this offer to be approved and signed from you in order to start the job from July Month.

We look forward to join our company in order to work with you

On behalf of

Absolute surveyors (India) Private Limited

Date: 12/04/2018

Dear Aishwarya B,

Sub: Offer letter

A very Warm WELCOME to KPIT Family!

We are excited to have you as a part of **KPIT Technologies Ltd.** ("Company") and we believe that you can use your skills and talent in making our company reach new heights.

Welcome onboard new buddy!

Our goal At KPIT:

To achieve a leadership position in our business by becoming the 1st choice of our customers.

People are what make this industry tick. Then be it senior managers, key decision makers, or fresh out-of-college graduates. In fact many of our present top performers started out in KPIT as trainees, who have over the years grown into leaders and tech experts!

We truly believe that you would prove to be an asset to KPIT Family.

With reference to the discussions that we had with you, we are pleased to offer you a position of **Trainee** in **KPIT Technologies Ltd.** ("Company").

Your compensation package will be as below -

| S.No. | Amount | Details |
|-------|------------------|--|
| 1) | INR. 3,25,000 PA | Upon Successful Completion of KPIT Elective (If Applicable). |

Please note that, all statutory deductions as may be applicable, will be effective from the date of joining. You are required to produce the supporting documents of investment proofs in order to get the Income Tax benefit. After joining you may undergo formal training and on-the-job assignments, and successful completion of this training, if applicable is mandatory to continue your employment.



Culture at KPIT!

- KPIT has open door policy which makes the work culture transparent and easy to approach
- It always gives opportunities and challenges beyond your current role to prove yourself and achieve greater heights
- KPIT has an open culture, a great work environment, and offers a sense of belonging to employees, which is conducive to future growth.
- KPIT is the perfect place for someone looking for a challenging, fast growing environment with opportunities to take on bigger responsibilities and learn cross functional skills

| Components | Amount (in INR) |
|---|-----------------|
| Basic Salary | 96,000 |
| House Rent Allowance | 48,000 |
| Conveyance | 19,200 |
| Monthly Bonus | 19,200 |
| Employer's contribution to Provident Fund | 11,520 |
| India Allowance | 36,500 |
| Flexi Basket* | 0 |
| Additional Allowance | 94,580 |
| Fixed Compensation** | 325,000 |
| Total Target Compensation | 325,000 |
| Other Benefits* | 9,318 |
| Cost to Company | 334,318 |

Note: All the amount mentioned above are per annum.

* The details for Flexi Basket and Other Benefits Component have been mentioned in Annexure B.

** Fixed compensation is payable subject to adherence of all applicable policies of the organization.

ANNEXURE B

| Components | Amount (in INR) |
|---|-----------------|
| Hostel Allowance | 0 |
| Meal Allowance | 0 |
| Professional Development Reimbursement | 0 |
| Medical Allowance | 0 |
| Children's Education Allowance | 0 |
| Employer's contribution to NPS | 0 |
| Leave Travel Assistance | 0 |
| Flexi Basket* | 4,618 |
| Notional Provision for Statutory Gratuity** | 4,700 |
| Employer's contribution to Insurance Premium*** | 0 |
| Employer's contribution to ESIC | 0 |
| Special Benefits | 9,318 |
| Other Benefits | 9,318 |

PRIVATE & CONFIDENTIAL



To,

Dear Akash N M,

Date: 3 Jan 18

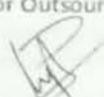
Letter of Intent (LOI)

Subsequent to the meetings between Outsourcepartners International Pvt. Ltd and you, we are pleased to issue a Letter of Intent on the terms set here in.

1. You are being offered the position of **Associate at Band A1**
2. Your date of joining shall be on or before **4th January 2018**
3. The offer is subject to the following conditions;
 - a. Accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date
 - b. You meeting all evaluation criteria in all the trainings.
 - c. Successful drug screening, criminal background and reference checkIf any of the above conditions are not met, this LOI/ Employment agreement would be liable to be terminated.
4. On your date of joining, you may be issued a formal Employment Agreement in exchange of this LOI.
5. You shall be based at **Bangalore** but will serve the company or any of its subsidiaries or associated companies in any location within or outside of India.
6. As an employee of the Company, you will receive an annual CTC (Cost to the Company) of **Rs. 210,156/-**. This will be payable to you in accordance with the prevailing standard compensation plan of the Company.

Kindly sign and return a copy of this letter as a token of your acceptance.

Yours sincerely,
For Outsourcepartners International Pvt. Ltd


Nirmal Paramban
Assistant Vice President, Human Resources

I accept the terms and conditions of this offer

ECE

Infosys



HRD/3T/18-19/12521858

Mr. Akash S
Candidate ID: 12521558
#1090(92), 3rd Floor, 9th Main,
7th Cross, Prakashnagar, Bangalore
Karnataka
Bangalore - 560021
India
Ph: (91) 99808 99005

July 18, 2018

Dear Akash,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP - Head HR

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362

askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2018.07.18 16:27:30 +05:30
Reason: Offer Letter
Location: Bangalore

ANNEXURE - I
(Compensation during the Training Period)

| COMPENSATION DETAILS (All figures in INR per month) | | | | |
|---|--------------------------|----------|----------------------|--|
| NAME | Mr. Akash S | | | |
| ROLE | Systems Engineer | | | |
| ROLE DESIGNATION | Systems Engineer Trainee | | | |
| I. MONTHLY COMPONENTS | | | | |
| BASIC SALARY | | | | 6,420 |
| FIXED DEARNESS ALLOWANCE (FDA) | | | | 1,100 |
| BASKET OF ALLOWANCES (This is to be used towards HRA, LTA, Medical Allowance, Children's Education Allowance, Transport Allowance and Miscellaneous Allowance) | | | | 9,277 |
| BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis) | | | | 1,429 |
| PERSONAL ALLOWANCE | | | | 2,935 |
| MONTHLY GROSS SALARY | | | | 21,161 |
| 2. ANNUAL COMPONENT | | | | |
| BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis) | | | | 75 |
| 3. RETIRAL BENEFITS | | | | |
| PROVIDENT FUND - 12% of (Basic + FDA) | | | | 902 |
| GRATUITY - 4.81% of (Basic + FDA) | | | | 362 |
| FIXED GROSS SALARY (FGS) (1+2+3) | | | | 22,500 |
| OTHER BENEFITS | | | | |
| Scheme | Eligible Amount in INR | Interest | Monthly Installments | Margin Money (To be borne by the employee) |
| SALARY LOAN (subject to submission of Trainee Agreement) | 12,000 | Nil | 12 | Nil |
| *All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance policy is subject to the fulfillment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time. | | | | |
| *The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act. | | | | |

ANNEXURE- II
(Compensation post Training)

| COMPENSATION DETAILS (All figures in INR per month) | | | | |
|---|--------------------------------------|---------------------------------------|---------------------------------------|--|
| NAME | Mr. Akash S | | | |
| ROLE | Systems Engineer | | | |
| ROLE DESIGNATION | Systems Engineer Trainee | | | |
| 1. MONTHLY COMPONENTS | | | | |
| BASIC SALARY | | | | 7,730 |
| FIXED DEARNESS ALLOWANCE (FDA) | | | | 1,100 |
| BASKET OF ALLOWANCES (This is to be used towards HRA, LTA, Medical Allowance, Children's Education Allowance, Transport Allowance) | | | | 11,470 |
| BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis) | | | | 1,678 |
| MONTHLY GROSS SALARY | | | | 21,978 |
| 2. ANNUAL COMPONENT | | | | |
| BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis) | | | | 88 |
| 3. RETIRAL BENEFITS | | | | |
| PROVIDENT FUND - 12% of (Basic + FDA) | | | | 1,060 |
| GRATUITY - 4.81% of (Basic + FDA) | | | | 425 |
| FIXED GROSS SALARY (FGS) (1+2+3) | | | | 23,551 |
| 4. INCENTIVE COMPONENTS | At an indicative Payout of 5% | At an indicative Payout of 10% | At an indicative Payout of 15% | |
| TRAINING PERFORMANCE LINKED INCENTIVE (TPI) | 1,178 | 2,355 | 3,533 | |
| TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 5% of FGS) | | | | 24,729 |
| TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 10% of FGS) | | | | 25,906 |
| TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 15% of FGS) | | | | 27,084 |
| OTHER BENEFITS | | | | |
| Scheme | Eligible Amount in INR | Interest | Monthly Installments | Margin Money (To be borne by the employee) |
| SALARY LOAN (subject to submission of Trainee Agreement) | 12,000 | Nil | 12 | Nil |
| *All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance policy is subject to the fulfillment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time. | | | | |
| *The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act. | | | | |





05 March 2018

PRIVATE & CONFIDENTIAL

To whom it may concern,

Re: AKSHAY KULKARNI

19/2/2018/03

Address: REVA University, Rukmini Knowledge Park Kattigenahalli, Yelahanka, Bangalore 560 064
Karnataka, India.

This letter is to confirm that **AKSHAY KULKARNI** is currently employed at Amazon Development Centre (India) Private Limited.

AKSHAY KULKARNI is employed as a **Prod Compliance Sr. Associate** and commenced employment with Amazon on **08 March 2018**.

The above information is given in the strictest confidence and with no liability accepted by the company or any of our employees. This information should not be divulged to any third party without first seeking permission from the respective Amazon entity.

On behalf of
Amazon Development Centre (India) Private Limited

Kind Regards,

A handwritten signature in black ink that reads "Arijit Basu". The signature is written in a cursive style.

Arijit Basu

Sr. Manager, HR Operations – HR Services

2013-18 - 113 1101



Corp Office: Unit No.101, B-9, K Raheja Mind space IT Park, Madhapur, Hyderabad -500 081 • Ph. +91 40 40072112 • www.neudesic.com

18 December 2018

Akshay Kumar N A

Employment offer

Dear Akshay Kumar N A,

ADS C18/2 2018/01

We are very happy that you have approached us, "Neudesic" for employment. As a result of our recent discussions and after careful consideration, we would like to extend an offer of employment to you as **Associate Consultant** if you choose to accept this offer before **20 December 2018**. Your date of joining would be on or before 31 December 2020 and will be intimated to you after the successful completion of your current educational program. The compensation and terms of employment are set forth below:

Your compensation will be **INR 360000/- per annum**, (compensation structure given in Annexure I), less taxes and deductions as applicable by the Govt. of India for all required withholdings, and paid in accordance with the Company's normal payroll procedures. Your compensation will be paid monthly basis.

Our work culture is informal and we try to encourage self-motivated individuals. We will try and make every effort to ensure that you have an atmosphere that brings out the best in you. As a responsible employee, you would be required to work not less than 45 hours per week. As a company employee, you will be required to follow the corporate rules and policies. You may not disclose confidential company information to unauthorized third parties.

We have prepared a formal Employment Agreement for your review and acceptance which details the complete terms of your employment with Neudesic available in Annexure II. This letter and the Employment Agreement form the complete and exclusive statement of employment between you and the Company. These employment terms supersede any other agreements, understandings, promises, or communications, written or oral, by or on behalf of the Company. The terms and conditions of your employment will be in accordance with the Company's policies and procedures which you are required to peruse before joining.

If you choose to accept this offer of employment, please revert to our mail within 2 days confirming your acceptance. We hope you accept this offer and we look forward to working with you.

Sincerely,

Ishita Panda
Manager, Human Capital Management
Neudesic Technologies Private Limited

EMPLOYEE STATEMENT:

I agree with and accept the terms set forth in this letter.

Print Name

Signature

Date



#15, 3rd Main, 3rd Cross, Maruthi Nagar, Shreyas colony, JP Nagar 7th Phase - 560078

To,
The Placement Officer
REVA University
Bangalore - 560064

Date: 15th March, 2018

Respected Sir,

We are pleased to inform you that our company has successfully completed the recruitment process for the current academic year at your esteemed institution. We are happy to announce that we have identified some exceptional talent and would like to extend job offers to the selected students. The roles and the students selected against each role along with the compensation break up is as under:

I. Process Executive Role

| Sl. No | Name | Role | CTC in LPA |
|--------|---------------------|-------------------|------------|
| 1 | Abhishek B R | Process Executive | 2.8 |
| 2 | Bindu S M | Process Executive | 2.8 |
| 3 | C Sai Prathik Reddy | Process Executive | 2.8 |
| 4 | C Sumanjali | Process Executive | 2.8 |
| 5 | Hema B R | Process Executive | 2.8 |
| 6 | Kavya V | Process Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Process Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

II. Sales Trainee L & D

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------------------------|-------------------|------------|
| 1 | Pinaki Lalit Agarwal | Sales trainee-L&D | 2.4 |
| 2 | Poojarani | Sales trainee-L&D | 2.4 |
| 3 | Rohith M Nayak | Sales trainee-L&D | 2.4 |
| 4 | Shruti | Sales trainee-L&D | 2.4 |
| 5 | Siddanthi Narasimham Vikram Simha | Sales trainee-L&D | 2.4 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Sales Trainee L & D | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 144000 |
| 2 | House Rent Allowance | 57600 |
| 3 | Special Allowance | 38400 |
| 4 | Total Compensation | 240000 |

III. Verbal Trainer

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------|----------------|------------|
| 1 | J Kalyan Kumar | Verbal Trainer | 2.8 |
| 2 | Kavya Patil | Verbal Trainer | 2.8 |
| 3 | Nidhi Kumari | Verbal Trainer | 2.8 |
| 4 | Rohan Nagaraj Kora | Verbal Trainer | 2.8 |
| 5 | Saquib Shaik | Verbal Trainer | 2.8 |
| 6 | Sharada N.S | Verbal Trainer | 2.8 |
| 7 | Swathi K V | Verbal Trainer | 2.8 |
| 8 | Ankitha B C | Verbal Trainer | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Verbal Trainer | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

IV. Marketing Associate

| Sl. No | Name | Role | CTC in LPA |
|--------|-----------------------|---------------------|------------|
| 1 | Manikandan R | Marketing Associate | 2.6 |
| 2 | Manjula Venkateswarlu | Marketing Associate | 2.6 |
| 3 | Manjunath Teja N | Marketing Associate | 2.6 |
| 4 | Manoj H E | Marketing Associate | 2.6 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Marketing Associate | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 156000 |
| 2 | House Rent Allowance | 62400 |
| 3 | Special Allowance | 41600 |
| 4 | Total Compensation | 260000 |

V. Business Development Specialist

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|---------------------------------|------------|
| 1 | ANUSHA V | Business Development Specialist | 2.8 |
| 2 | Ibrahim Mohamed Omar | Business Development Specialist | 2.8 |
| 3 | KRUTHIKA M R | Business Development Specialist | 2.8 |

| Compensation Break up | | |
|-----------------------|---------------------------------|-----------------|
| Position | Business Development Specialist | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |
| | | |

VI. Training Relationship Manager

| Sl. No | Name | Role | CTC in LPA |
|--------|------------------------------------|------------------------------|------------|
| 1 | Kiran M | Trainee Relationship Manager | 3 |
| 2 | Poornima S | Trainee Relationship Manager | 3 |
| 3 | Pradeep Kumar | Trainee Relationship Manager | 3 |
| 4 | Rahul Koudal | Trainee Relationship Manager | 3 |
| 5 | Ranjith S D | Trainee Relationship Manager | 3 |
| | | | |
| 7 | Amulya T C | Trainee Relationship Manager | 3 |
| 8 | Chejarla Venkata Vidya Sagar Reddy | Trainee Relationship Manager | 3 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Trainee Relationship Manager | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 180000 |
| 2 | House Rent Allowance | 72000 |
| 3 | Special Allowance | 48000 |
| 4 | Total Compensation | 300000 |

VII. Branding Executive

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|--------------------|------------|
| 1 | Bandee Vamsi Krishna | Branding Executive | 2.8 |
| 2 | Bhimesh | Branding Executive | 2.8 |
| 3 | Charchitha N Behura | Branding Executive | 2.8 |
| 4 | Kumar V | Branding Executive | 2.8 |
| 5 | Megha R | Branding Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Branding Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

We have reviewed their academic records, conducted thorough interviews, and are confident that they possess the necessary skills and qualities required to contribute to our company's success.

We will be sharing the individual offer letters for each of the selected candidates with copies marked to you.

We request you to kindly inform us about their examinations and the expected date they will be able to join our organization. We will plan their joining dates accordingly.

We would like to express our gratitude to you and your team for your cooperation and support throughout the recruitment process. It has been a pleasure working with your institution, and we hope to continue this partnership in the future.

Thank you once again for your valuable assistance.

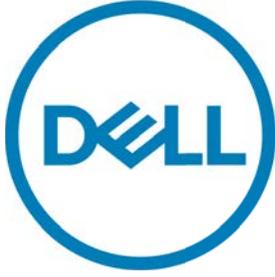
Yours Sincerely,

For Bizotic Talent Solutions Private Limited

Ramyashree S



Ramyshree S
Head of Finance & Operations



May 23, 2018

Amit Singh
No. 20, 2nd cross, 5th main, KEB Layout
Bangalore 560094
India

Private & Confidential

Dear Amit,

Congratulations, and welcome to Dell!

We are pleased to extend our offer of employment to Amit Singh (employee hereafter "you/your") with EMC INDIA S/W & SERV PVT ("the Company") conditional on the successful completion of the Company's Background Checks, and subject to the attainment of work permit, employment pass or employment visas, as may be applicable.

Your title will be Associate Sales Engineer Analyst at career level Individual Contributor I5, reporting to Rajkumar Ekanatheeswaran (1001851), Director, Sales Engineer Analyst. Your start date is June 18, 2018. You will be based at our offices in Bangalore, India.

You are requested to submit all Background Check documents within three (3) days of offer letter acceptance. Any delay in providing the same may lead to extension of your date of joining which will be intimated to you through e-mail. Timely submission of Background Check documents is hence emphasized.

Orientation

A member of our Onboarding team or Talent Acquisition team will be in contact with you prior to your joining date to assist you with your onboarding experience.



Core Business Hours

Your working hours shall be the number of hours as the Company may from time to time deem appropriate and as may be necessary to achieve the purposes of the Company (inclusive of a lunch break). Please take note that certain functions such as Sales, Technical Support, Manufacturing, Information Services require staggered/shift hours.

Place of Work

Your usual place of work will be at Bangalore, India. However, the company reserves the right at its discretion, and by this contract you hereby agree, to change your place to work, either on a temporary or permanent basis, to any other place where it now conducts or at some future date, may conduct its business or part of its business. Except at the discretion of the Company you will not be compensated or reimbursed for the costs involved in such relocation. You may be required to work at or from any office, branch or location of the Company or any client of the Company, as the need arises, which you agree to do so. In the event of you working in the premises of any other Company you shall comply with all Regulations and Codes of Conduct and legislative restrictions and requirements applicable in the workplace of any Company that you may be assigned to. Any breach of such legislation, Regulations or Codes of Conduct shall be deemed a serious breach of discipline and may result in dismissal.

Compensation

We are pleased to offer you a compensation package consisting of the following element(s):

Base Salary, of 480,000.00 per annum.

Base salary is comprised of Basic and Basket of allowances. Basic is 192,000.00. Basket is 288,000.00 INR Annual.

*The Basket of Allowances includes components such as HRA and LTA. You may be eligible for all the allowances or a combination of them, depending on other factors including your job grade. Please contact HR Staffing for further details regarding the components you are eligible for and the limits there under that are applicable to you.

Incentive Bonus Plan



You will be eligible for an annual bonus of 5% of your base salary on terms that may vary, depending upon the Company's financial results and attainment of strategic corporate initiatives. You will be eligible to participate in the bonus program on a pro-rated basis, calculated from your start date. The Company reserves the right to vary the terms and amount of your bonus, depending upon your performance, the company's financial results and attainment of strategic corporate initiatives. The terms of the Bonus Plan are subject to annual re-evaluation and modification by the Company. The bonus is paid after the end of the Company's fiscal year. You must be actively employed at time of payment in order to earn and receive the bonus.

Total Target Cash will be INR504,000.00 plus Retirals per annum.

Your salary will be paid each **month** via Electronic Funds Transfer to the bank account nominated by you. We will advise you of the relevant date of payment.

Benefits

The Company offers a variety of benefits to assist you and your family. You will enjoy all benefits in accordance with the Company's prevailing policy and practice. A summary of these benefits will be made available for your access after onboarding. The Company reserves the right, at its absolute discretion, to vary or amend the terms of any benefit or existing benefit policy offered in accordance with applicable local law.

Probation

Your first 6 **months** of service will be of a probationary nature. The Company may waive or reduce the probation period at its discretion. You are deemed to have successfully completed your probationary period after 6 months unless otherwise informed in writing by the Company. For a person whose immediate previous employment is with any of the Dell group of companies, this clause shall not be applicable.

Notice Period and Termination

During the probationary period, your employment may be terminated by either party at any time by giving to the other party written notice of not less than 30 **days** or salary in lieu thereof at the sole discretion of the Company.

Upon satisfactory completion of probation, your employment may be terminated by either party at any time by giving to the other party 60**days** written notice prior to the termination date or salary in lieu at the sole discretion of the Company.



Notwithstanding the above, the Company reserves the right at all times to terminate your employment (including employment during your probationary period) forthwith without notice or payment in lieu of notice if you are involved in gross negligence, misrepresentation, serious misconduct, a breach of any Dell policy including but not limited to the Code of Conduct; or commit any act of fraud or dishonesty or any criminal offense. In such an event, without prejudice to the Company's rights at law and/or under other provisions of this letter, the Company shall pay only salary earned by you up to the date of termination.

In the event of termination of services, you agree and authorize the Company to offset payment of any pro-rated allowance advances, and any other sums due to the Company to the extent permitted by law, against salary due and to withhold amounts that may be required by the relevant authorities. You will also be required to promptly deliver to Dell all originals and copies of materials, documents and property of Dell which are in your possession or control.

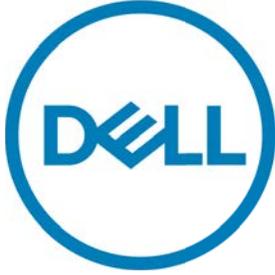
Restraint:

In addition, for a period of one year after termination of employment with the Company, you shall not approach or communicate with any customers of the Company, nor solicit or endeavor to take away from the Company, the business or any customers or clients of the Company. You further agree not to, for a period of [one year] after termination of employment with the Company, approach any employee of the Company or communicate with any employee of the Company with the effect of enticing, or attempting to entice any employee away from the Company.

Code of Conduct

The company's Code of Conduct sets out the standards of business conduct to which all employees are expected to adhere. We take our Code of Conduct very seriously in order to maintain the highest possible standard of ethics. Failure to adhere to the Code of Conduct is a disciplinary offence and may result in dismissal. A copy of the Code of Conduct shall be given to you in your Employee Orientation Program on joining. If you require a copy of any of the company's Code of Conduct before signing this employment contract please contact your Recruiter (i.e. signatory on this employment contract).

You should comply with the legal requirements of each country in which the Company conducts business and shall employ the highest ethical standards in your dealings. Use of any company assets for unlawful purposes is strictly prohibited.



In the event of you working in the premises of any other Company you shall comply with all Regulations and Codes of Conduct and legislative restrictions and requirements applicable in the workplace of any Company that you may be assigned to. Any breach of such legislation, Regulations or Codes of Conduct shall be deemed a serious breach of discipline and may result in dismissal.

Data Protection

will obtain, hold and use personal data relating to you in the context of your employment, including, but not limited, your name, number, cost centre, address, emergency contact details (e.g. home telephone number), educational details/history/qualifications and employment history, proof of right to work, any director or officer posts held, outcomes of any pre-employment screening, salary information including details on commissions bonuses and profit share, pension, stock option rights and details related thereto as well as additional benefit details, job description, job level, job grade, performance plans and performance rating details including sales and margin targets and achievements, Individual Work history.

The purposes of such processing are to administer and manage the employment relationship we have with you, and may include disaster recovery data duplication, administering and maintaining personnel records (includes sickness and other absence records), assessing fitness for work, paying and reviewing salary, bonus, profit share and other benefits (if any), providing and administering benefits such as pension, stock purchase and stock option programmes, life, health and medical insurance, analysing sales and sales related activity, career and succession planning, performance appraisals and reviews, employee development and training, resources and skills allocation, regulatory and legal compliance, carrying out activities related to compliance with the company's policies and procedures, providing references and information to future employers, governmental and regulatory agencies (includes tax, social security authorities) in a take-over or merger, providing information to a future purchaser or potential purchaser of or any part of 's business or a potential or future service provider as part of due diligence. You hereby consent to such data processing by , any other . company or any third party charged with providing services, information or benefits related to the employment and you further consent to transfer of data to a company or third party even if such company or third party is situated outside India in a country which does not offer a level of data protection compared to the level applied in India. will put in place adequate safeguards with such third parties to ensure an adequate level of data protection.



Confidentiality Obligation

You will not use, publish, misappropriate or disclose any "Confidential or Proprietary Information", during or after your employment, except as required in the performance of your assignment for the Company or as authorized in writing by the Company. Such Information shall include what you learn or originate during your employment which is not available or readily ascertainable from public sources, and includes such information disclosed by others in confidence to the Company. If in doubt, you will promptly consult your supervisor. Confidential and Proprietary Information includes, but is not necessarily limited to, the information described in sub-paragraphs below.

- a) Computer products, Company processes and device strategies planned or under development, including device specifications, system architecture, logic designs, circuit implementations and plans for unannounced and announced products;
- b) Software products in use, planned or under development, including operating systems adaptations or enhancements, language compilers, interpreters and translators, system design and evaluation tools, and application programs;
- c) Information relating to Company employees; actual and anticipated relationships between the Company and other companies; sales levels, profit levels, pricing and other unpublished financial data; and budget, staffing, compensation, equipment and related plans;
- d) Information relating to the Company's customer and vendor relationships. This includes performance requirements, development and delivery schedules, device and product pricing and quantities, and other information communicated to the Company by customers or vendors.

You will not use in your work or disclose to the Company any confidential or proprietary information of a third party unless the Company first receives written authorization from the third party allowing the use or disclosure of such information and unless the Company agrees in writing to receive such information on terms acceptable to the Company. You will abide by the restrictions imposed on the disclosure and use of such third party information.



You acknowledge that a violation of the provisions of this Agreement dealing with Confidential and Proprietary Information and Intellectual property may cause significant harm to the Company and that remedies at law may be inadequate to protect against a breach of such provisions. Accordingly, you agree that the Company shall be entitled, in addition to any other relief available to it, to the granting of injunctive relief without proof of actual damages or the requirement to establish the inadequacy of any of the other remedies available to it. You agree not to assert any defense in proceedings regarding the granting of any injunction or specific performance based on the availability to the Company of any other remedy.

For a period of one (1) year after leaving the Company's employment, you will give written notice to the new employer of your obligations regarding Intellectual Property, Confidential and Proprietary Information. For a period of one (1) year after termination of this Contract for whatever cause, you shall not solicit or endeavor to take away from the Company the business of any customers or clients of the Company.

Intellectual Property and Copyright

While you are an employee of the Company, you will promptly disclose to the Company, all Intellectual Property developed by you, solely or jointly with others, in the course of your employment. Intellectual Property includes each discovery, idea, improvement, or invention you create, conceive, develop or discover, alone or with others, which relates to the Company's business or results from the use of the Company's equipment, supplies, facilities, or information. All Intellectual Property, in whatever form, is the Company's property. You will assign to and agree to assign to the Company and its nominees, without additional compensation, all of your worldwide and perpetual rights in Intellectual Property. You will assist the Company in all ways, including giving evidence and executing any documents deemed helpful or necessary by the Company to establish, perfect, and register worldwide, at the Company's expense, such rights in Intellectual Property. You will not do anything in conflict with the Company's rights in Intellectual Property and will cooperate fully to protect Intellectual Property against misappropriation or infringement by third parties. If you come across any cases of infringement of the rights of the Company in its Intellectual Property, you will promptly notify the Company of such infringement and assist the Company in all ways to protect its Intellectual Property.

You hereby agree that the Company will be the copyright owner in all works of every kind and description created or developed by you, solely or jointly with others, in connection with any employment with the Company. If requested to, and at no further expense to the Company, you will execute in writing any acknowledgments or assignments of copyright ownership of such Copyrightable Works as may be appropriate for preservation of the worldwide and perpetual ownership in the Company and its nominees of such copyrights.



You further agree that the Company may use your name, voice, picture or likeness in the Company's advertising, training advertisement and other materials without payment or separate compensation to you both during and following your employment with the Company.

On the date your employment with the Company ends, you will promptly deliver to a designated representative of the Company all originals and copies of all materials, documents and property of the Company which are in your possession or control. You will also cooperate in conducting exit interviews with a designated representative of the Company. The purpose of the exit interviews will be to review confidential and proprietary information known or possessed by you and to confirm the Company's rights regarding non-solicitation, the protection of the confidential and proprietary information and the disclosure to the Company and its ownership of intellectual property.

Export Compliance

You will not export or otherwise transfer out of India or release to any person, Controlled Technology or Software, during or after employment with the Company, except as authorized in writing by the Company. Controlled Technology or Software is technology or software controlled under the U.S. Export Administration Regulations and includes, but is not limited to:

- Confidential and Proprietary Information of the type described in paragraph 4(a) above, to the extent that such information is not otherwise publicly available.
- Technical information of , its affiliates, its customers or other third parties that is in use, planned, or under development, such as but not limited to: manufacturing and/or research processes or strategies (including design rules, device characteristics, process flow, manufacturing capabilities and yields); computer product, process and/or devices (including device specification, system architectures, logic designs, circuit implementations); software product (including operating system adaptations or enhancements, language compilers, interpreters, translators, design and evaluation tools, and application programs); and any other databases, methods, know-how, formulae, compositions, technological data, technological prototypes, processes, discoveries, machines, inventions, and similar items
- Information relating to future plans of , its affiliates, its customers and other third parties, such as but not limited to: marketing strategies; new product research pending projects and proposals; proprietary production processes; research and development strategies; and similar items.



- Release includes disclosure to any person, oral exchange, and application to situations abroad of personal knowledge or technical experience. If you have any doubts regarding whether particular information is Controlled Technology or Software, please consult your manager, 's Legal Department, or 's Export Compliance Organization.

Training: The Company may also send you abroad for the purpose of specific skills training relevant to your employment with the Company. If your employment with the Company ends for any reason within the first twelve (12) months of you being sent abroad for specific skills training, you will repay to the Company, all of the costs paid to you or incurred on your behalf for this training.

The company reserves the right to review the skills required to perform the job, and may introduce new trainings and certifications needed to impart the new skills and ways to measure the same. You shall undergo such trainings and certifications when needed and continue to successfully upgrade your skills and capabilities needed to perform the job effectively at expected levels.

Recovery of dues: In the event of any financial recovery to be made from you, the Company shall also be entitled to offset payment of any prorated allowance advances against salary due and to withhold amounts that may be required by relevant authorities. These repayment obligations cannot be waived except by a written communication by the Company.

Secondary employment and outside business ventures: While in the employment of the Company, you shall not undertake employment with any other Company on a temporary or part-time basis or offer your services with or without pay to any person, legal entity or public authority or to be occupied in your own business without the prior written consent of the Company.

Correctness of Information: This appointment is based on the information supplied by you in your application for employment. This appointment will be treated as "null and void" if any material error, in the management opinion, is discovered and/or due to non-disclosure of relevant information about you, to the company.

Service rules: For all other matters, not specified herein, you shall be governed by the company's policies, conditions of service, service rules and amendments made and communicated from time to time.

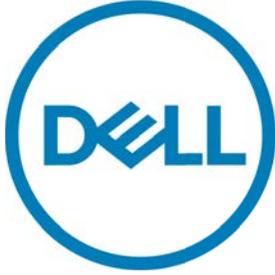


Retirement

You shall retire on the attainment of sixty two (62) years unless specifically communicated by the company in writing to continue in service beyond this age.

Regards,

Gangadhar Salimath
Sr Manager, Talent Acquisition



Confirmation of Acceptance

I, Amit Singh, confirm that I have read, understood and accept the terms and conditions of employment with Dell. I authorize the Company to make deductions from my wages pursuant to clause "remuneration" of this agreement.

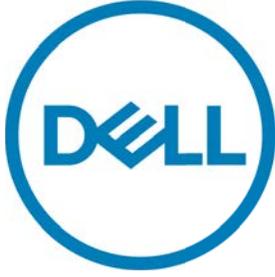
I confirm that I will commence employment with Dell on 18 Jun, 2018.

Amit Singh

Date

We have partnered with a vendor to enable you to review and accept employment related documents electronically in an efficient, secure and protected manner. The documents are encrypted. Your electronic signature cannot be changed once signed. You will be able to print out full copies of your signed documentation for your records. Within each document, the system will guide you to all relevant sections which need to be completed and signed.

Electronic is our preferred, and most efficient, method for managing the documentation. However, if you prefer, you can print and sign all of the documents, and scan and email the originals to Lovely Faith / Lovely.Faith@Dellteam.com. If you need to return the documentation in a different manner, please let your recruiter know.



Annexure

Notice Period Buyout

The Company will pay for your Notice pay recovery if any, as agreed during the HR interview. If my employment ends within the first 12 months of my hire date*, either due to my resignation (regardless of the reason) or because terminates the employment for cause (as determined by at its sole discretion), I will be required to repay to the entire notice period that has been bought out by at the time of my joining. Gross up on notice period buyout will be done on a case to case basis depending on the tax treatment availed in the previous employment/s. You need to submit the necessary document in support of Notice Period Buyout claim.

*** Hire Date shall mean the date of transfer in case of current employees who have opted for a personal transfer and the date of joining in case of new hires.**

I agree that the repayment amount for any of the categories as detailed above will become fully due and payable upon my termination of employment. I hereby authorize , to the full extent allowed by law, to deduct the repayment amount for any of the categories as detailed above from any monies owed to me by , including, but not limited to: wages, final paycheck, reimbursement for expenses, payment for unused benefits, refunds of contributions to benefit plans or programs, and/or any other sums payable to me by .

Amit Singh

Date:



May 23, 2018

Amit Singh
No. 20, 2nd cross, 5th main, KEB Layout
Bangalore 560094
India

Private & Confidential

Dear Amit,

Congratulations, and welcome to Dell!

We are pleased to extend our offer of employment to Amit Singh (employee hereafter "you/your") with EMC INDIA S/W & SERV PVT ("the Company") conditional on the successful completion of the Company's Background Checks, and subject to the attainment of work permit, employment pass or employment visas, as may be applicable.

Your title will be Associate Sales Engineer Analyst at career level Individual Contributor I5, reporting to Rajkumar Ekanatheeswaran (1001851), Director, Sales Engineer Analyst. Your start date is June 18, 2018. You will be based at our offices in Bangalore, India.

You are requested to submit all Background Check documents within three (3) days of offer letter acceptance. Any delay in providing the same may lead to extension of your date of joining which will be intimated to you through e-mail. Timely submission of Background Check documents is hence emphasized.

Orientation

A member of our Onboarding team or Talent Acquisition team will be in contact with you prior to your joining date to assist you with your onboarding experience.



APPOINTMENT LETTER

March 13, 2018

Mr. Amudala Kanth Vishnukanth
H.No:1/541/68,Plot No20,
Ngos Colony,Adoni,
Kurnool - 518301

Dear **Amudala Kanth Vishnukanth,**

Welcome to Wipro Limited ('Wipro') and congratulations on your appointment as **Project Engineer.**

1. Appointment Details:

- a. The date of appointment is effective from the date of joining unless otherwise communicated in writing by the company.
- b. You will be on probation for a period of 12 months from the date of the appointment. On completion of the Probationary period, your appointment will be confirmed and communicated to you in writing. Unless confirmation is communicated in writing, the probation period is deemed extended.
- c. The retirement age is 58 years.
- d. You may be transferred in such capacity as Wipro may from time to time determine to any other location, department, function, establishment, or branch of Wipro or subsidiary, associate or affiliate of Wipro. In such case you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Wipro locations in India to suit customer time including on 24x7 basis. You agree to operate from any of these locations and in any of the shifts, including night shift, as may be decided by Wipro keeping in mind business needs and deliverables to customers.
- f. This letter of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by Wipro for your role, and you successfully completing the pre-joining assessment based on the training module, in the prescribed format and time frame as informed to you.
- g. Kindly ensure you submit the second copy of the appointment letter signed by you on the day of reporting for work.

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III titled Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the management.

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- c. Other compensation and benefits in accordance with Wipro policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Wipro policy.
- e. Changes in your compensation are at Wipro's discretion and will be subject to and on the basis of effective performance and results during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

- a. Leave, holidays and working hours as applicable to your stream and location of posting.
- b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by Wipro.
- c. Participation in the Wipro Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
- d. Leave Travel Assistance (LTA) as per the policy of Wipro.
- e. Wipro Medical Assistance Scheme (MAS) and Contributory Medical Insurance for your band and stream provided you are not covered under the purview of the ESI Act.
- f. Employee Benefits Program sponsored and administered by Wipro for management employees, comprising pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.
- g. Please refer to the detailed policies in the Wipro intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

- a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. There may be times when you will be expected to work extra hours to achieve the above. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of Wipro, whether directly or indirectly.
- b. You may be required to undertake travel on Wipro work for which you will be reimbursed travel expenses as per the Wipro policy applicable to you.
- c. We at Wipro are committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of Wipro including the Code of Business Conduct and Ethics as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.
- d. Consistent with (c) above, any matter or situation or incident that may arise which could potentially result, or has resulted, in any violation of the policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head.

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5. Conflict of Interest:

- a. You are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.
- b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
- c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
 - i. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.
 - ii. Any customer or vendor of Wipro to move his existing business with Wipro to a third party or to terminate his business relationship with Wipro.
 - iii. Any existing employee to become associated with, or perform services of any type for any third party.
- d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand Wipro's position on this and resolve the conflict.

6. Confidentiality:

- a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).
- b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

8. Non-Compete

In the course of your employment with Wipro you will be providing services to customers or clients of Wipro during which process you would be handling sensitive information including but not limited to key customers of Wipro, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to Wipro and its protection is of utmost importance to Wipro. You confirm that for a period of six (6) months after separation of your employment from Wipro (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing Wipro during the six (6) months preceding the date of separation.

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9.General:

This letter of appointment is subject to the condition that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable to be removed from service without any prior notice. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this Agreement.

- a. Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- b. These employment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.
- c. You warrant that you are not prevented by a court or by any other administrative or judicial order from providing the services required under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
- d. During the employment you have to comply by all policies of Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time. You agree to comply with all policies as modified from time to time.
- e. Your appointment cannot be further processed and will be treated as withdrawn in the event of:
 - i. Your failing to clear any remaining backlog papers, and/or
 - ii. For 10th Standard: You are not being able to maintain minimum aggregate marks of 60% in your 10th Standard.
 - iii. For 12th Standard: You are not being able to maintain minimum aggregate marks of 60% in your 12th Standard or equivalent education.
 - iv. For Graduates: A. You are not being able to maintain minimum aggregate marks of 65% in your graduation.
B. For Post Graduates: You are not being able to maintain minimum aggregate marks of 65% in your graduation and 65% in post-graduation.

10. Training Agreement:

As part of your smooth transition from campus to corporate, the company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training Wipro makes significant investment for your project readiness and successful journey in the projects. In consideration of the company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and serve the company for a period of 15 months commencing from the date of your joining. In case you choose to leave the company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall pay to the company liquidated damages of upto Rs. 75,000/-(Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the company.

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11. Notice Period:

This contract of employment is terminable, without reasons, by either party giving one-month notice during probationary period and two months' notice on confirmation. Wipro reserves the right to pay or recover salary in lieu of notice period. Further, Wipro may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if Wipro desires the employee to continue the employment during the notice period the employee shall do so.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment and submitting the same on the date of appointment.

12. On Separation:

On acceptance of separation notice, you will immediately give up to the company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects or shall not make or retain any copies of these items.

Please confirm that the above mentioned terms and conditions are acceptable to you and that you accept the appointment by submitting the signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For Wipro Limited,

Sunil Kalachar
General Manager - Talent Acquisition

I have read, understood and agree to accept the employment on the terms and conditions herein. I shall be reporting for duty on ___/___/___

Name: _____

Signature: _____

Date: ___/___/___

Place: _____

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ANNEXURE I

CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

- a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.
- b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.
- c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
- d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
- e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will inform the top management.

Name:

Date: __/__/____

Signature:.....

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Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities. As an employee of Wipro you are considered as an Insider and accordingly advised as below:

1.Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: polycycleclearinghouse@wipro.com.

2.Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need-to-know basis. Employees are strictly prohibited from the following:

- a) Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.
- b) Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.
- c) Unauthorized disclosure or communication of UPSI.
- d) Procuring any UPSI from others

3.Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.

4.Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees.

For more details on procedures and guidelines, employees are requested to refer Wipro's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to polycycleclearinghouse@wipro.com.

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ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I -----, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- b. processing my job application including background verification checks;
- c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

Name:

Date: __ / __ / ____

Signature.....

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ANNEXURE III
SALARY OFFER SHEET

Name : Amudala Kanth Vishnukanth

Position : Project Engineer

Career Group: TRB - II

a. You shall receive salary as detailed below.

| COMPONENT | AMOUNT (INR) |
|---|---------------------|
| Basic | 9,340 |
| HRA | 4,670 |
| Commutation Allowance | 1,600 |
| Bonus | 1,870 |
| Wipro Benefits Plan (WBP) | 5,630 |
| Additional allowance | - |
| Total Fixed Cash | 23,110 |
| PF (Employer Contribution) | 1,121 |
| Gratuity | 496 |
| Total Fixed Compensation | 24,727 |
| Other Compensation Benefits | |
| Health benefit (Medical) | 600 |
| Variable Pay | |
| Target Variable Pay | 1,340 |
| Target Cost to Company per month | 26,667 |
| Total Cost to Company per annum | 320,004 |

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

b. Depending on your performance during the online pre-joining assessment program, in the event you fall under Performance Category - 1, i.e. you are amongst top 30% of the candidates, your total cost to company per annum shall stand revised to INR 3,30,000 in the salary structure under (a) above.

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c. **Apart from the standard salary emoluments, Project Engineers are also entitled to unique Wipro Benefits to assist them in maintaining a healthy work-life balance. The details of the benefits are as follows:**

- a. Onetime Interest free loan of **Rs. 20,000** towards housing deposits or towards purchase of a two wheeler
- b. Onetime Interest free contingency loan of **Rs. 50,000** towards housing deposits or illness, death in immediate family or self marriage
- c. Medical assistance of **Rs. 15,000** per annum for employees who are not covered under the ESI scheme.

Medical Insurance Coverage up to Rs. 2 lacs per annum

Date: __/__/____

Signature:.....

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ANNEXURE - IV

I hereby confirm that I shall submit the required academic certificates including mark sheet, Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for termination of my employment with Wipro.

Name:

Date: __/__/____

Signature:.....

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ANNEXURE - V

VARIABLE PAY- A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

- a. Individual linked parameter: Based on number of days billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3. This would comprise of 100% of your Variable Pay amount. (for employees joining in these Bands in Support roles and central functions 100% of Variable Pay would be linked to revenue and OM as mentioned in (b) and (c) below)
- b. Revenue achievement linked parameter: Based on the Revenue achievement of your Business Unit / Vertical / Service Line. This would be linked to 50% of your Variable Pay payout. This is applicable only for employees in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 joining in Support roles.
- c. OM linked parameter: Based on Operating Margin achievement of your Business Unit. This would be linked to 50% of your Variable Pay payout. This is applicable only for employees in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 joining in Support roles.

The Variable Pay payout amount is liable to vary as per the performance on the above parameters.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

For more details please refer to the policy hosted on myWipro à My Information Source à My Policies à View All Policies à (Select Country) à My Financials à Compensation à Variable Pay

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SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus:

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

House Rental Allowance:

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

Commutation Allowance:

This allowance is tax free up to the extent of Rs.1600/- per month. This does not warrant the production of any bills.

Wipro Benefit Plan (WBP):

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance, Commutation Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable food coupons, use of Wipro Bus can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

1. Leave Travel Allowance:

New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to myWipro on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

2. Telephone/Mobile Phone Allowances:

The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for pre-paid connections will be eligible under this head.

3. Non-transferable Food Coupons:

An amount of Rs. 2,750 per month towards purchase of Non-Transferable food coupons is eligible for IT exemption under WBP.

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4. Education Allowance:

An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

5. New Pension System:

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

Retirement Benefits:

It consists of:

- a. 12% of your Basic towards Provident Fund.
- b. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

Accommodation, Food & Other Miscellaneous Expenses

- a. You would be entitled for Rs. 1000 per day for 8 days (total amount of Rs. 8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount and you would not need to submit bills towards usage of this amount.
- b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:
 - i. Settlement and Miscellaneous Expenses: Rs. 1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.
- c. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

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SUMMARY - SOCIAL SECURITY & OTHER BENEFITS*

Medical

1. Medical Assistance Program (MAS): This is a medical scheme covering you, your spouse and your children to the extent of Rs.15,000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.

2. Mediclaim: A floater coverage of Rs. 2,00,000 per annum for family (self, spouse & children) towards hospitalization. A nominal deduction per month as mentioned below is made towards contribution for the mediclaim benefit. 10% of the claim amount has to be borne by the employee. However, this does not apply if the hospitalization is in a Preferred Mediassist Network hospital.

* Rs. 240 - Contribution in case of single individual

* Rs. 520 - Contribution in case you are married

If the employee wishes to enhance the coverage, Top up cover option is also available wherein one can increase it for a highly negotiated premium. More details on the policy are available on My Policies Section in [myWipro](#) which is accessible on joining.

3. Annual Health check: Company paid Annual health checkup program is available for employees above 40 years of age.

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Gratuity Benefit: Up to Rs. 10,00,000

This provides you a lump sum benefit upon separation after completion of 5 years of service or on retirement or when deceased. Your gratuity is computed as: Last drawn Basic Salary * No. of years served * 15/26.

Survivor Benefit Pension Program:

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members. E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic * No of years to Retirement * Grade Factor * % based on number and age of surviving members. I.e. $15,000 \times 20 \times 2.7\% \times 80\% = \text{Rs. } 6,480$ per month as supplementary pension payable. *Grade Factor is a band specific pre-defined pension Accrual rate.

Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

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1. Your Life and Accident Cover:

a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000

Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Even on temporary disability due to Accident you get compensated for loss of wages on account of leave due to Accident of up to Rs. 5,000 per week. In case of death due to accident, your total cover would be 26 lacs (12 Lacs + 14 Lacs). Employees can also get an extra coverage for a nominal and highly negotiated premium.

b. Group Life Insurance Program: Rs. 14,00,000

In the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover. Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies ->India -> My Financials -> Group Life Insurance / Personal Accident

The policies mentioned here are policies of the Company as on date; this is subject to change in future as per policies of the Company from time to time.

2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year.

The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.150,000 per annum, member employee will have an option to restrict the contribution to Rs.150,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.150,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data-> My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

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INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro grooms campus selects to help them face the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental IT skills followed by insights into Wipro businesses, process, technology and behavioral skills.

To understand and appreciate the mindset of the freshers and ensure that the transformation is smooth, the induction program is done by a team of dedicated professionals who have exposure to the academic and corporate sectors alike. Project Readiness Program (PRP) is a training program designed to address the basic learning needs of the freshers.

Corporate Readiness Program - CRP

The CRP program is focused on making fresher comfortable in a corporate environment. This program starts with a corporate induction.

“PINNACLE” a behavioral skills building training program ensures that the fresher start feeling at ease in the “corporate world”. This activity based behavioral intervention informs the new entrants about the corporate work culture and business etiquette.

STEP PLUS is a 60-minute English language Assessment, which assesses grammar, listening, reading and speaking skills.

During PRP, STEP PLUS assessments would be scheduled and participants are expected to score a minimum of 917 marks out of 1581. This is a gating criteria for participants for clearing PRP & deputing in projects. It is mandatory to score a minimum of 800 marks and participants whose score is less than 800 marks would be exited from the organization.

Technology Readiness Program - TRP

The technology training provides critical technical skills required to work on projects allocated to freshers and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work environment.

The methodology of training is “Project Based Learning” (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project. Starting with individual projects, the PBL approach ends with recruits working on a team project.

During TRP, fresher shall take up assessments as shared in the schedule. The assessment consists of Multiple Choice Questions (MCQ), Case Study, Project / Scenarios snippets. The duration of the assessment is for a day. The overall PRP score is computed as 30% weightage to MCQ, 70% weightage to Case study and /Project/ Scenario. There will be an improvement opportunity provided for those who score lesser than 75% at the TRP training. Faculty at Talent Transformation shall devote their time to mentor and coach the student. This is done to ensure enriched knowledge and improved understanding of the topic. All the efforts made in this direction are meant for the fresher to be able to clear in the improvement assessment with flying colors.

The training is said to be completed only when the fresher is able to score 800 in STEPPLUS assessment and 75% in PRP Technical assessment. Failure to achieve the required score in either STEPPLUS or Technical will result in exiting from the organization.

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APPOINTMENT LETTER

March 13, 2018

Mr. Amudala Kanth Vishnukanth
H.No:1/541/68,Plot No20,
Ngos Colony,Adoni,
Kurnool - 518301

Dear Amudala Kanth Vishnukanth,

Welcome to Wipro Limited ('Wipro') and congratulations on your appointment as **Project Engineer**.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining unless otherwise communicated in writing by the company.
- b. You will be on probation for a period of 12 months from the date of the appointment. On completion of the Probationary period, your appointment will be confirmed and communicated to you in writing. Unless confirmation is communicated in writing, the probation period is deemed extended.
- c. The retirement age is 58 years.
- d. You may be transferred in such capacity as Wipro may from time to time determine to any other location, department, function, establishment, or branch of Wipro or subsidiary, associate or affiliate of Wipro. In such case you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Wipro locations in India to suit customer time including on 24x7 basis. You agree to operate from any of these locations and in any of the shifts, including night shift, as may be decided by Wipro keeping in mind business needs and deliverables to customers.
- f. This letter of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by Wipro for your role, and you successfully completing the pre-joining assessment based on the training module, in the prescribed format and time frame as informed to you.
- g. Kindly ensure you submit the second copy of the appointment letter signed by you on the day of reporting for work.

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III titled Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the management.

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ANNEXURE III
SALARY OFFER SHEET

Name : Amudala Kanth Vishnukanth

Position : Project Engineer

Career Group: TRB - II

a. You shall receive salary as detailed below.

| COMPONENT | AMOUNT (INR) |
|---|----------------|
| Basic | 9,340 |
| HRA | 4,670 |
| Commutation Allowance | 1,600 |
| Bonus | 1,870 |
| Wipro Benefits Plan (WBP) | 5,630 |
| Additional allowance | - |
| Total Fixed Cash | 23,110 |
| PF (Employer Contribution) | 1,121 |
| Gratuity | 496 |
| Total Fixed Compensation | 24,727 |
| Other Compensation Benefits | |
| Health benefit (Medical) | 600 |
| Variable Pay | |
| Target Variable Pay | 1,340 |
| Target Cost to Company per month | 26,667 |
| Total Cost to Company per annum | 320,004 |

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

b. Depending on your performance during the online pre-joining assessment program, in the event you fall under Performance Category - 1, i.e. you are amongst top 30% of the candidates, your total cost to company per annum shall stand revised to INR 3,30,000 in the salary structure under (a) above.

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#15, 3rd Main, 3rd Cross, Maruthi Nagar, Shreyas colony, JP Nagar 7th Phase - 560078

To,
The Placement Officer
REVA University
Bangalore - 560064

Date: 15th March, 2018

Respected Sir,

We are pleased to inform you that our company has successfully completed the recruitment process for the current academic year at your esteemed institution. We are happy to announce that we have identified some exceptional talent and would like to extend job offers to the selected students. The roles and the students selected against each role along with the compensation break up is as under:

I. Process Executive Role

| Sl. No | Name | Role | CTC in LPA |
|--------|---------------------|-------------------|------------|
| 1 | Abhishek B R | Process Executive | 2.8 |
| 2 | Bindu S M | Process Executive | 2.8 |
| 3 | C Sai Prathik Reddy | Process Executive | 2.8 |
| 4 | C Sumanjali | Process Executive | 2.8 |
| 5 | Hema B R | Process Executive | 2.8 |
| 6 | Kavya V | Process Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Process Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

II. Sales Trainee L & D

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------------------------|-------------------|------------|
| 1 | Pinaki Lalit Agarwal | Sales trainee-L&D | 2.4 |
| 2 | Poojarani | Sales trainee-L&D | 2.4 |
| 3 | Rohith M Nayak | Sales trainee-L&D | 2.4 |
| 4 | Shruti | Sales trainee-L&D | 2.4 |
| 5 | Siddanthi Narasimham Vikram Simha | Sales trainee-L&D | 2.4 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Sales Trainee L & D | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 144000 |
| 2 | House Rent Allowance | 57600 |
| 3 | Special Allowance | 38400 |
| 4 | Total Compensation | 240000 |

III. Verbal Trainer

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------|----------------|------------|
| 1 | J Kalyan Kumar | Verbal Trainer | 2.8 |
| 2 | Kavya Patil | Verbal Trainer | 2.8 |
| 3 | Nidhi Kumari | Verbal Trainer | 2.8 |
| 4 | Rohan Nagaraj Kora | Verbal Trainer | 2.8 |
| 5 | Saquib Shaik | Verbal Trainer | 2.8 |
| 6 | Sharada N.S | Verbal Trainer | 2.8 |
| 7 | Swathi K V | Verbal Trainer | 2.8 |
| 8 | Ankitha B C | Verbal Trainer | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Verbal Trainer | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

IV. Marketing Associate

| Sl. No | Name | Role | CTC in LPA |
|--------|-----------------------|---------------------|------------|
| 1 | Manikandan R | Marketing Associate | 2.6 |
| 2 | Manjula Venkateswarlu | Marketing Associate | 2.6 |
| 3 | Manjunath Teja N | Marketing Associate | 2.6 |
| 4 | Manoj H E | Marketing Associate | 2.6 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Marketing Associate | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 156000 |
| 2 | House Rent Allowance | 62400 |
| 3 | Special Allowance | 41600 |
| 4 | Total Compensation | 260000 |

V. Business Development Specialist

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|---------------------------------|------------|
| 1 | ANUSHA V | Business Development Specialist | 2.8 |
| 2 | Ibrahim Mohamed Omar | Business Development Specialist | 2.8 |
| 3 | KRUTHIKA M R | Business Development Specialist | 2.8 |

| Compensation Break up | | |
|-----------------------|---------------------------------|-----------------|
| Position | Business Development Specialist | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |
| | | |

VI. Training Relationship Manager

| Sl. No | Name | Role | CTC in LPA |
|--------|------------------------------------|------------------------------|------------|
| 1 | Kiran M | Trainee Relationship Manager | 3 |
| 2 | Poornima S | Trainee Relationship Manager | 3 |
| 3 | Pradeep Kumar | Trainee Relationship Manager | 3 |
| 4 | Rahul Koudal | Trainee Relationship Manager | 3 |
| 5 | Ranjith S D | Trainee Relationship Manager | 3 |
| 6 | Alam Nikesh | Trainee Relationship Manager | 3 |
| | | | |
| 8 | Chejarla Venkata Vidya Sagar Reddy | Trainee Relationship Manager | 3 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Trainee Relationship Manager | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 180000 |
| 2 | House Rent Allowance | 72000 |
| 3 | Special Allowance | 48000 |
| 4 | Total Compensation | 300000 |

VII. Branding Executive

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|--------------------|------------|
| 1 | Bandee Vamsi Krishna | Branding Executive | 2.8 |
| 2 | Bhimesh | Branding Executive | 2.8 |
| 3 | Charchitha N Behura | Branding Executive | 2.8 |
| 4 | Kumar V | Branding Executive | 2.8 |
| 5 | Megha R | Branding Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Branding Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

We have reviewed their academic records, conducted thorough interviews, and are confident that they possess the necessary skills and qualities required to contribute to our company's success.

We will be sharing the individual offer letters for each of the selected candidates with copies marked to you.

We request you to kindly inform us about their examinations and the expected date they will be able to join our organization. We will plan their joining dates accordingly.

We would like to express our gratitude to you and your team for your cooperation and support throughout the recruitment process. It has been a pleasure working with your institution, and we hope to continue this partnership in the future.

Thank you once again for your valuable assistance.

Yours Sincerely,

For Bizotic Talent Solutions Private Limited

Ramyashree S



Ramyshree S
Head of Finance & Operations



Capgemini Technology Services India Limited
Plant 2, 'C' Wing, 1st Floor, Godrej IT Park,
Godrej & Boyce Compound, Gate No. 2,
L.B.S. Marg, Pirojshanagar, Vikroli (West),
Mumbai-400 079, Maharashtra, India.
Tel: +91.22.6686 0500 | Fax: +91.22.6755 7066
www.capgemini.com

Date: 1/23/2018

Ref No: HR/Campus/201830817

Mr. Anand B R
Reva Institute of Technology & Management

Letter of Intent ("LOI")

Dear Anand,

With reference to your interview conducted by us at Reva University, Bangalore, 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 subject to 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.

You will be required to undergo mandatory trainings prior to your joining Capgemini. Your joining will be conditional upon successfully clearing the mandatory trainings. 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. You will be required to undergo classroom training for a duration not exceeding 15 weeks. During the training period, your performance will be evaluated periodically.

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in the opinion of Capgemini.

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, 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 hear from you soon. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Sayyad Asad Kadri
Senior Director – Head Fresher Hiring

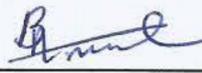
ANNEXURE 1

Anand B R

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 2,40,000/- (Rupees Two Lakhs Forty Thousand 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 3,15,000/- (Rupees Three Lakhs Fifteen 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.

Sayyad Asad Kadri
Senior Director – Head Fresher Hiring

Signature: 
Candidate Name: Anand B R
Date: 30/01/2018

CSE

NEUDESICSM

Corp Office: Unit No 101, B-9, K Raheja Mind space IT Park, Madhapur, Hyderabad -500 081 • Ph. +91 40 40072112 • www.neudesic.com

11 April 2018

Hyderabad

Aniketh Keshava

Employment offer

Dear Aniketh,

Further to the interviews and discussions conducted as part of the campus hire drive, we are pleased to extend an offer of employment to you as **Associate Consultant**. If you choose to accept this offer prior to **13th April 2018**, we would like your start date to be **25th June 2018**, contingent upon the successful clearing of your background screening. The compensation and terms of employment are set forth below:

Your compensation will be **INR 360000/-** per annum, (compensation structure given in Annexure I), less taxes and deductions as applicable by the Govt. of India for all required withholdings, and paid in accordance with the Company's normal payroll procedures. Your compensation will be paid on a monthly basis.

Our work culture is informal and we try to encourage self-motivated individuals. We will try and make every effort to ensure that you have an atmosphere that brings out the best in you. As a responsible employee, you would be required to work not less than 45 hours per week. As a company employee, you will be required to follow the corporate rules and policies. You may not disclose confidential company information to unauthorized third parties.

We have prepared a formal Employment Agreement for your review and acceptance which details the complete terms of your employment with Neudesic available in Annexure II. This letter and the Employment Agreement form the complete and exclusive statement of employment between you and the Company. These employment terms supersede any other agreements, understandings, promises, or communications, written or oral, by or on behalf of the Company. The terms and conditions of your employment will be in accordance with the Company's policies and procedures which you are required to peruse before joining.

If you choose to accept this offer of employment, please revert to our mail within 2 days confirming your acceptance. We hope you accept this offer and we look forward to working with you.

Sincerely,

Sharath Kumar Chetlur
Associate Director, Human Capital Management
Neudesic Technologies Private Limited

EMPLOYEE STATEMENT:

I agree with and accept the terms set forth in this letter.

Print Name

Signature

Date

Annexure - 1

Compensation Details

Name: Aniketh Keshava
 Designation: Associate Consultant
 Job Location: Hyderabad / Bangalore / Kochi

| Indicative Compensation Structure | |
|---|-----------------|
| Compensation Component | CTC Details (₹) |
| Base Compensation | |
| Basic | 134452 |
| HRA | 53781 |
| Special Allowance | 68851 |
| Conveyance | 19200 |
| Monetary Benefits | |
| Medical Allowances | 15000 |
| Food Allowance (optional for tax exemption) | 26400 |
| LTA | 13445 |
| Insurance Benefits¹ | |
| Health Insurance ² | 5000 |
| Fixed Annual Compensation | 336129 |
| Retirement Benefits | |
| Employer PF Contribution | 17280 |
| Gratuity ³ | 6591 |
| CTC per annum | 360000 |

¹ You are also entitled to an insurance coverage of ₹ 10, 00,000 under Group personnel accidental policy, without any additional premium

² Employee and five dependents (at an additional premium) are entitled to an insurance coverage of 2, 00,000 on floater policy under Health Insurance.

³ Gratuity Provision is as per the provisions of the 'Payment of Gratuity Act, 1972' and Superannuation Provision is as per 'Employees Provident Funds and Miscellaneous Provisions Act, 1952'.



Offer: Computer Consultancy
Ref: TCSL/CT20172238518/Bangalore
Date: 10/01/2018

Mr. Anil G
Nanjireddypalli (V), Gulur (P), Bagepalli (T), Chikkabalapura (Dist), Karnataka.Gulur,
Gulur,
Chikkabalapura-561207,
Karnataka.
Tel# 91-7892852309

Dear Anil 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 **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/CT20172238518

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



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to 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 ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Conveyance Allowance

You will be eligible for a conveyance allowance of ₹800/- per month.

3. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or 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.

4. Sundry Medical Reimbursement

You will be eligible for reimbursement of sundry medical expenses incurred by you for you and your family. You are eligible for ₹6,000/- per annum or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail tax benefit you may submit medical bills for the same at the end of each calendar quarter. At the end of the financial year, the unavailed amount will be taxable.



5. Personal Allowance

You will be eligible for a monthly personal allowance of of ₹6,270/- per month. This component is subject to review and may change as per TCSL's compensation policy.

6. 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 Initial Learning Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.



OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹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.

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TCSL/CT20172238518

4

TATA CONSULTANCY SERVICES

WYDEHI 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



Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expense-s towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.



2. Disclaimer

Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.



6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.



11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.



15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Permanent Account Number (PAN) Card
You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
- An affidavit/notarised undertaking stating:
*There is no criminal offence registered/pending against you



*There is no disciplinary case pending against you in the university

*If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) at our offices, as identified, for such period as TCSL may decide. The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.



Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCSL Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

| | |
|-----------------------|---|
| Name | Anil G |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|----------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 10,200 | 1,22,400 |
| Bouquet Of Benefits # | 13,000 | 1,56,000 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,224 | 14,688 |
| Gratuity | 490 | 5,887 |
| Total of Annual Components & Retirals | 1,715 | 28,475 |
| Retention Incentive | NA | 0 |
| TOTAL GROSS | 27,415 | 3,36,875 |

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

| Component Category | Monthly | Annual |
|----------------------------------|----------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Conveyance Allowance | 800 | 9,600 |
| Leave Travel Assistance | 850 | 10,200 |
| Sundry Medical Reimbursement | 500 | 6,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 6,270 | 75,240 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |



Annexure 2

Regional Offices

| | |
|--|---|
| <p>Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601</p> | <p>Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114</p> |
| <p>Chennai Lead- Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555</p> | <p>Delhi Lead-Talent Acquisition Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735</p> |
| <p>Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222</p> | <p>Kolkata Lead-Talent Acquisition TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003</p> |
| <p>Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001</p> | <p>Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190</p> |
| <p>Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107</p> | <p>Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499</p> |



Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.



2. Retainer/Consultant's Obligations

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of Retainer/Consultant-ship, the Retainer/Consultant agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

The Retainer/Consultant agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and the Retainer/Consultant hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests the Retainer/Consultant may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.



4. Prior knowledge

The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines

The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Retainer/Consultant's Rights

The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.



9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.



ECE

Offer: Computer Consultancy
Ref: TCSL/CT20172238518/Bangalore
Date: 10/01/2018

Mr. Anil G
Nanjireddypalli (V), Gulur (P), Bagepalli (T), Chikkabalapura (Dist), Karnataka.Gulur,
Gulur,
Chikkabalapura-561207,
Karnataka.
Tel# 91-7892852309

Dear Anil 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 **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/CT20172238518

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: Narman Building, 9th Floor, Narman Point, Mumbai 400 021

TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

| | |
|----------------|--|
| Name | Anil G |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|---------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 10,200 | 1,22,400 |
| Bouquet Of Benefits # | 13,000 | 1,56,000 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,224 | 14,688 |
| Gratuity | 490 | 5,887 |
| Total of Annual Components & Retirals | 1,715 | 28,475 |
| Retention Incentive | NA | 0 |
| TOTAL GROSS | 27,415 | 3,36,875 |

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

| Component Category | Monthly | Annual |
|----------------------------------|---------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Conveyance Allowance | 800 | 9,600 |
| Leave Travel Assistance | 850 | 10,200 |
| Sundry Medical Reimbursement | 500 | 6,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 6,270 | 75,240 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |

TCS Confidential
TCSL/CT20172238518

12

TATA CONSULTANCY SERVICES

VYDEHI RC-3 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 3113 Email: careers@tcs.com



Extramarks Education India Private Limited

D-180, Sector-63, Noida, U.P. - 201301, India

Ph. : +91-120-4175300

Date : 08-Jan-2018

Name : Anil Kumar B

Location: Karnataka,

Address: Reva University, Kattigenahalli, Yelahanka, Bangalore-560063, Bangalore, Karnataka - 560063

Dear Anil Kumar B, EXTRMRO862020101

Subject: Offer letter of employment as **Business Development Executive**.

With reference to your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company (CTC) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible as but not later than **27-Jan-2018**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

As the first step to joining, we would require you to kindly upload the following documents.

- Copies of Educational Certificates.
- Passport size photographs.
- Last payslip received from the previous employer.
- Clearance from previous employer.
- Address Proof.
- Identification Proof (PAN Card/Driving License/Voter ID/Passport Copy).
- PF documents (Form 11 & Form 2).
- Reference sheet form.
- Adherence to Anti-Corruption Policy.

The URL for the link is: <https://careers.extramarks.com/index/filldetail/refId/MjU1NjUzMjI=>

You would also need to upload a scanned copy of this letter with your acceptance. In case you need any help or have any query, do let us know.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

You agree, acknowledge and authorize the Company to carry out necessary verification, background check on you (which may be carried out by a third party) from your institution, college, previous employer etc. Should the Company receive any negative feedback during such verification, background check, the Company shall be well within its right to withdraw/terminate this offer letter (including your appointment, if made) without any legal liability on the Company.

We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead!

Sincerely,

HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before **27-Jan-2018**

Accepted

Registered Office : 506, Surya Kiran Building, 19 K.G. Marg, Connaught Place, New Delhi - 110 001.

Ph. : +91-011-40392333 / Fax : +91-011-23733114/ CIN : U80900DL2015FTC283323 / www.extramarks.com



#15, 3rd Main, 3rd Cross, Maruthi Nagar, Shreyas colony, JP Nagar 7th Phase - 560078

To,
The Placement Officer
REVA University
Bangalore - 560064

Date: 15th March, 2018

Respected Sir,

We are pleased to inform you that our company has successfully completed the recruitment process for the current academic year at your esteemed institution. We are happy to announce that we have identified some exceptional talent and would like to extend job offers to the selected students. The roles and the students selected against each role along with the compensation break up is as under:

I. Process Executive Role

| Sl. No | Name | Role | CTC in LPA |
|--------|---------------------|-------------------|------------|
| 1 | Abhishek B R | Process Executive | 2.8 |
| 2 | Bindu S M | Process Executive | 2.8 |
| 3 | C Sai Prathik Reddy | Process Executive | 2.8 |
| 4 | C Sumanjali | Process Executive | 2.8 |
| 5 | Hema B R | Process Executive | 2.8 |
| 6 | Kavya V | Process Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Process Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

II. Sales Trainee L & D

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------------------------|-------------------|------------|
| 1 | Pinaki Lalit Agarwal | Sales trainee-L&D | 2.4 |
| 2 | Poojarani | Sales trainee-L&D | 2.4 |
| 3 | Rohith M Nayak | Sales trainee-L&D | 2.4 |
| 4 | Shruti | Sales trainee-L&D | 2.4 |
| 5 | Siddanthi Narasimham Vikram Simha | Sales trainee-L&D | 2.4 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Sales Trainee L & D | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 144000 |
| 2 | House Rent Allowance | 57600 |
| 3 | Special Allowance | 38400 |
| 4 | Total Compensation | 240000 |

III. Verbal Trainer

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------|----------------|------------|
| 1 | J Kalyan Kumar | Verbal Trainer | 2.8 |
| 2 | Kavya Patil | Verbal Trainer | 2.8 |
| 3 | Nidhi Kumari | Verbal Trainer | 2.8 |
| 4 | Rohan Nagaraj Kora | Verbal Trainer | 2.8 |
| 5 | Saquib Shaik | Verbal Trainer | 2.8 |
| 6 | Sharada N.S | Verbal Trainer | 2.8 |
| 7 | Swathi K V | Verbal Trainer | 2.8 |
| | | | |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Verbal Trainer | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

IV. Marketing Associate

| Sl. No | Name | Role | CTC in LPA |
|--------|-----------------------|---------------------|------------|
| 1 | Manikandan R | Marketing Associate | 2.6 |
| 2 | Manjula Venkateswarlu | Marketing Associate | 2.6 |
| 3 | Manjunath Teja N | Marketing Associate | 2.6 |
| 4 | Manoj H E | Marketing Associate | 2.6 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Marketing Associate | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 156000 |
| 2 | House Rent Allowance | 62400 |
| 3 | Special Allowance | 41600 |
| 4 | Total Compensation | 260000 |

V. Business Development Specialist

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|---------------------------------|------------|
| 1 | ANUSHA V | Business Development Specialist | 2.8 |
| 2 | Ibrahim Mohamed Omar | Business Development Specialist | 2.8 |
| 3 | KRUTHIKA M R | Business Development Specialist | 2.8 |

| Compensation Break up | | |
|-----------------------|---------------------------------|-----------------|
| Position | Business Development Specialist | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |
| | | |

VI. Training Relationship Manager

| Sl. No | Name | Role | CTC in LPA |
|--------|---------------------------------------|------------------------------|------------|
| 1 | Kiran M | Trainee Relationship Manager | 3 |
| 2 | Poornima S | Trainee Relationship Manager | 3 |
| 3 | Pradeep Kumar | Trainee Relationship Manager | 3 |
| 4 | Rahul Koudal | Trainee Relationship Manager | 3 |
| 5 | Ranjith S D | Trainee Relationship Manager | 3 |
| 6 | Alam Nikesh | Trainee Relationship Manager | 3 |
| 7 | Amulya T C | Trainee Relationship Manager | 3 |
| 8 | Chejarla Venkata Vidya Sagar Reddy | Trainee Relationship Manager | 3 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Trainee Relationship Manager | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 180000 |
| 2 | House Rent Allowance | 72000 |
| 3 | Special Allowance | 48000 |
| 4 | Total Compensation | 300000 |

VII. Branding Executive

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|--------------------|------------|
| 1 | Bandee Vamsi Krishna | Branding Executive | 2.8 |
| 2 | Bhimesh | Branding Executive | 2.8 |
| 3 | Charchitha N Behura | Branding Executive | 2.8 |
| 4 | Kumar V | Branding Executive | 2.8 |
| 5 | Megha R | Branding Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Branding Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

We have reviewed their academic records, conducted thorough interviews, and are confident that they possess the necessary skills and qualities required to contribute to our company's success.

We will be sharing the individual offer letters for each of the selected candidates with copies marked to you.

We request you to kindly inform us about their examinations and the expected date they will be able to join our organization. We will plan their joining dates accordingly.

We would like to express our gratitude to you and your team for your cooperation and support throughout the recruitment process. It has been a pleasure working with your institution, and we hope to continue this partnership in the future.

Thank you once again for your valuable assistance.

Yours Sincerely,

For Bizotic Talent Solutions Private Limited

Ramyashree S



Ramyshree S
Head of Finance & Operations

Date: July 25, 2017

Ref: LTI/HR/Campus/2018

Name: Ankitha S

College: Reva Institute Of Science And Management, Bangalore

OFFER OF EMPLOYMENT

Dear Ankitha S,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Associate Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be **Rs.2,48,000/-** as per the details mentioned in 'Annexure-1'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in 'Annexure-2'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

ANNEXURE-1

| Name | : Ankitha S | Date | : July 25, 2017 |
|--|----------------------|-----------------------|-----------------|
| Salary Grade | : AT | | |
| Component | Amount Rs./Per Annum | Amount Rs. /Per Month | |
| MONTHLY REMUNERATION | | | |
| Basic | | 10,000 | |
| House Rent Allowance (H.R.A.) | | 3,000 | |
| Conveyance Allowance | | 1,600 | |
| Medical Allowance | | 1,250 | |
| Adhoc Allowance | | 747 | |
| Meal Allowance | | 1,210 | |
| Sub- Total (A) | 213,684 | 17,807 | |
| DEFERRED BENEFITS | | | |
| Provident Fund (P.F.) | | 1200 | |
| Gratuity | | 481 | |
| Sub- Total (B) | 20,172 | 1,681 | |
| Total (A+B) | 233,856 | 19,488 | |
| Variable Pay | 10,000 | | |
| Mediclaime Premium | 4,140 | | |
| Grand Total | 248,000 | | |
| <p>Notes:</p> <ul style="list-style-type: none"> - Basic will be reckoned for PF, Gratuity (if applicable) and Leave Encashment as per rules. - H.R.A. will be deducted for accommodation (if any) provided by the Company. - You are covered under the ESIC Act and there will be statutory deductions as per the ESI Policy. - The Company can set off or make appropriate adjustment from Adhoc Allowance towards bonus payable, if any, subsequent to the amendments of payment of Bonus Act. - The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution. - The eligibility for payment of Gratuity is a minimum of five years of service in the Company. - The variable component will be payable after confirmation. Those rated at the lower end of the performance band as per company policy, will not be eligible for the same. - Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time. For all salary components refer to the respective policy documents. <p>Medical Insurance: The Group Mediclaime Policy of Company covers Employee, Spouse & upto 2 dependent children (below 21 yrs of age) for maximum amount of Rs. 100,000/- p.a.</p> | | | |

11 April 2018

Hyderabad

Anuj Sehagal

Employment offer

Dear Anuj,

Further to the interviews and discussions conducted as part of the campus hire drive, we are pleased to extend an offer of employment to you as **Associate Consultant**. If you choose to accept this offer prior to **13th April 2018**, we would like your start date to be **25th June 2018**, contingent upon the successful clearing of your background screening. The compensation and terms of employment are set forth below:

Your compensation will be INR **360000/-** per annum, (compensation structure given in Annexure I), less taxes and deductions as applicable by the Govt. of India for all required withholdings, and paid in accordance with the Company's normal payroll procedures. Your compensation will be paid on a monthly basis.

Our work culture is informal and we try to encourage self-motivated individuals. We will try and make every effort to ensure that you have an atmosphere that brings out the best in you. As a responsible employee, you would be required to work not less than 45 hours per week. As a company employee, you will be required to follow the corporate rules and policies. You may not disclose confidential company information to unauthorized third parties.

We have prepared a formal Employment Agreement for your review and acceptance which details the complete terms of your employment with Neudesic available in Annexure II. This letter and the Employment Agreement form the complete and exclusive statement of employment between you and the Company. These employment terms supersede any other agreements, understandings, promises, or communications, written or oral, by or on behalf of the Company. The terms and conditions of your employment will be in accordance with the Company's policies and procedures which you are required to peruse before joining.

If you choose to accept this offer of employment, please revert to our mail within 2 days confirming your acceptance. We hope you accept this offer and we look forward to working with you.

Sincerely,

Sharath Kumar Chetlur
Associate Director, Human Capital Management
Neudesic Technologies Private Limited

EMPLOYEE STATEMENT:

I agree with and accept the terms set forth in this letter.

Print Name

Signature

Date

Annexure – I

Compensation Details

Name: Anuj Sehagal
 Designation Associate Consultant
 Job Location Hyderabad / Bangalore / Kochi

| Indicative Compensation Structure | |
|---|-----------------|
| Compensation Component | CTC Details (₹) |
| Base Compensation | |
| Basic | 134452 |
| HRA | 53781 |
| Special Allowance | 68851 |
| Conveyance | 19200 |
| Monetary Benefits | |
| Medical Allowances | 15000 |
| Food Allowance (optional for tax exemption) | 26400 |
| LTA | 13445 |
| Insurance Benefits¹ | |
| Health Insurance ² | 5000 |
| Fixed Annual Compensation | 336129 |
| Retirement Benefits | |
| Employer PF Contribution | 17280 |
| Gratuity ³ | 6591 |
| CTC per annum | 360000 |

¹ You are also entitled to an insurance coverage of ₹10, 00,000 under Group personnel accidental policy, without any additional premium

² Employee and five dependents (at an additional premium) are entitled to an insurance coverage of 2, 00,000 on floater policy under Health Insurance.

³ Gratuity Provision is as per the provisions of the 'Payment of Gratuity Act, 1972' and Superannuation Provision is as per 'Employees Provident Funds and Miscellaneous Provisions Act, 1952'.

CSE

NEUDESIC

Corp Office: Unit No 101, B-9, K Ranga Mind space II Park, Madhapur, Hyderabad - 500 081 • Ph: +91 40 40072112 • www.neudesic.com

11 April 2018

Hyderabad

Anuj Sehagal

Employment offer

Dear Anuj,

Further to the interviews and discussions conducted as part of the campus hire drive, we are pleased to extend an offer of employment to you as **Associate Consultant**. If you choose to accept this offer prior to **13th April 2018**, we would like your start date to be **25th June 2018**, contingent upon the successful clearing of your background screening. The compensation and terms of employment are set forth below:

Your compensation will be INR **360000/-** per annum, (compensation structure given in Annexure I), less taxes and deductions as applicable by the Govt. of India for all required withholdings, and paid in accordance with the Company's normal payroll procedures. Your compensation will be paid on a monthly basis.

Our work culture is informal and we try to encourage self-motivated individuals. We will try and make every effort to ensure that you have an atmosphere that brings out the best in you. As a responsible employee, you would be required to work not less than 45 hours per week. As a company employee, you will be required to follow the corporate rules and policies. You may not disclose confidential company information to unauthorized third parties.

We have prepared a formal Employment Agreement for your review and acceptance which details the complete terms of your employment with Neudesic available in Annexure II. This letter and the Employment Agreement form the complete and exclusive statement of employment between you and the Company. These employment terms supersede any other agreements, understandings, promises, or communications, written or oral, by or on behalf of the Company. The terms and conditions of your employment will be in accordance with the Company's policies and procedures which you are required to peruse before joining.

If you choose to accept this offer of employment, please revert to our mail within 2 days confirming your acceptance. We hope you accept this offer and we look forward to working with you.

Sincerely,

Sharath Kumar Chetlur
Associate Director, Human Capital Management
Neudesic Technologies Private Limited

EMPLOYEE STATEMENT:

I agree with and accept the terms set forth in this letter.

Print Name

Signature

Date

Annexure - I

Compensation Details

Name: Anuj Sehagal
 Designation: Associate Consultant
 Job Location: Hyderabad / Bangalore / Kochi

| Indicative Compensation Structure | |
|---|-----------------|
| Compensation Component | CTC Details (₹) |
| Base Compensation | |
| Basic | 134452 |
| HRA | 53781 |
| Special Allowance | 68851 |
| Conveyance | 19200 |
| Monetary Benefits | |
| Medical Allowances | 15000 |
| Food Allowance (optional for tax exemption) | 26400 |
| LTA | 13445 |
| Insurance Benefits¹ | |
| Health Insurance ² | 5000 |
| Fixed Annual Compensation | 336129 |
| Retirement Benefits | |
| Employer PF Contribution | 17280 |
| Gratuity ³ | 6591 |
| CTC per annum | 360000 |

¹ You are also entitled to an insurance coverage of ₹ 10, 00,000 under Group personnel accidental policy, without any additional premium

² Employee and five dependents (at an additional premium) are entitled to an insurance coverage of 2, 00,000 on floater policy under Health Insurance.

³ Gratuity Provision is as per the provisions of the 'Payment of Gratuity Act, 1972' and Superannuation Provision is as per 'Employees Provident Funds and Miscellaneous Provisions Act, 1952'.



Offer: Computer Consultancy
Ref: TCSL/CT20172331545/Bangalore
Date: 10/01/2018

Mr. Anurag Chauhan
#198 Vinayaknagar1st Main Road,
Nitesh Central,
Bengaluru-560063,
Karnataka.
Tel# -

Dear Anurag Chauhan,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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TCSL/CT20172331545

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TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to 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 ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Conveyance Allowance

You will be eligible for a conveyance allowance of ₹800/- per month.

3. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or 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.

4. Sundry Medical Reimbursement

You will be eligible for reimbursement of sundry medical expenses incurred by you for you and your family. You are eligible for ₹6,000/- per annum or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail tax benefit you may submit medical bills for the same at the end of each calendar quarter. At the end of the financial year, the unavailed amount will be taxable.



5. Personal Allowance

You will be eligible for a monthly personal allowance of of ₹6,270/- per month. This component is subject to review and may change as per TCSL's compensation policy.

6. 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 Initial Learning Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.



OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹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.

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TATA CONSULTANCY SERVICES

WYDEHI 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



Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expense-s towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.



2. Disclaimer

Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.



6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.



11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.



15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Permanent Account Number (PAN) Card
You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
- An affidavit/notarised undertaking stating:
*There is no criminal offence registered/pending against you



*There is no disciplinary case pending against you in the university

*If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) at our offices, as identified, for such period as TCSL may decide. The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.



Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCSL Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

| | |
|-----------------------|---|
| Name | Anurag Chauhan |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|----------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 10,200 | 1,22,400 |
| Bouquet Of Benefits # | 13,000 | 1,56,000 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,224 | 14,688 |
| Gratuity | 490 | 5,887 |
| Total of Annual Components & Retirals | 1,715 | 28,475 |
| Retention Incentive | NA | 0 |
| TOTAL GROSS | 27,415 | 3,36,875 |

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

| Component Category | Monthly | Annual |
|----------------------------------|----------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Conveyance Allowance | 800 | 9,600 |
| Leave Travel Assistance | 850 | 10,200 |
| Sundry Medical Reimbursement | 500 | 6,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 6,270 | 75,240 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |



Annexure 2

Regional Offices

| | |
|--|---|
| <p>Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601</p> | <p>Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114</p> |
| <p>Chennai Lead- Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555</p> | <p>Delhi Lead-Talent Acquisition Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735</p> |
| <p>Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222</p> | <p>Kolkata Lead-Talent Acquisition TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003</p> |
| <p>Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001</p> | <p>Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190</p> |
| <p>Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107</p> | <p>Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499</p> |



Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.



2. Retainer/Consultant's Obligations

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of Retainer/Consultant-ship, the Retainer/Consultant agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

The Retainer/Consultant agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and the Retainer/Consultant hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests the Retainer/Consultant may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.



4. Prior knowledge

The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines

The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Retainer/Consultant's Rights

The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.



9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.



#15, 3rd Main, 3rd Cross, Maruthi Nagar, Shreyas colony, JP Nagar 7th Phase - 560078

To,
The Placement Officer
REVA University
Bangalore - 560064

Date: 15th March, 2018

Respected Sir,

We are pleased to inform you that our company has successfully completed the recruitment process for the current academic year at your esteemed institution. We are happy to announce that we have identified some exceptional talent and would like to extend job offers to the selected students. The roles and the students selected against each role along with the compensation break up is as under:

I. Process Executive Role

| Sl. No | Name | Role | CTC in LPA |
|--------|---------------------|-------------------|------------|
| 1 | Abhishek B R | Process Executive | 2.8 |
| 2 | Bindu S M | Process Executive | 2.8 |
| 3 | C Sai Prathik Reddy | Process Executive | 2.8 |
| 4 | C Sumanjali | Process Executive | 2.8 |
| 5 | Hema B R | Process Executive | 2.8 |
| 6 | Kavya V | Process Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Process Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

II. Sales Trainee L & D

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------------------------|-------------------|------------|
| 1 | Pinaki Lalit Agarwal | Sales trainee-L&D | 2.4 |
| 2 | Poojarani | Sales trainee-L&D | 2.4 |
| 3 | Rohith M Nayak | Sales trainee-L&D | 2.4 |
| 4 | Shruti | Sales trainee-L&D | 2.4 |
| 5 | Siddanthi Narasimham Vikram Simha | Sales trainee-L&D | 2.4 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Sales Trainee L & D | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 144000 |
| 2 | House Rent Allowance | 57600 |
| 3 | Special Allowance | 38400 |
| 4 | Total Compensation | 240000 |

III. Verbal Trainer

| Sl. No | Name | Role | CTC in LPA |
|--------|--------------------|----------------|------------|
| 1 | J Kalyan Kumar | Verbal Trainer | 2.8 |
| 2 | Kavya Patil | Verbal Trainer | 2.8 |
| 3 | Nidhi Kumari | Verbal Trainer | 2.8 |
| 4 | Rohan Nagaraj Kora | Verbal Trainer | 2.8 |
| 5 | Saquib Shaik | Verbal Trainer | 2.8 |
| 6 | Sharada N.S | Verbal Trainer | 2.8 |
| 7 | Swathi K V | Verbal Trainer | 2.8 |
| 8 | Ankitha B C | Verbal Trainer | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Verbal Trainer | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

IV. Marketing Associate

| Sl. No | Name | Role | CTC in LPA |
|--------|-----------------------|---------------------|------------|
| 1 | Manikandan R | Marketing Associate | 2.6 |
| 2 | Manjula Venkateswarlu | Marketing Associate | 2.6 |
| 3 | Manjunath Teja N | Marketing Associate | 2.6 |
| 4 | Manoj H E | Marketing Associate | 2.6 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Marketing Associate | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 156000 |
| 2 | House Rent Allowance | 62400 |
| 3 | Special Allowance | 41600 |
| 4 | Total Compensation | 260000 |

V. Business Development Specialist

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|---------------------------------|------------|
| | | | |
| 2 | Ibrahim Mohamed Omar | Business Development Specialist | 2.8 |
| 3 | KRUTHIKA M R | Business Development Specialist | 2.8 |

| Compensation Break up | | |
|-----------------------|---------------------------------|-----------------|
| Position | Business Development Specialist | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |
| | | |

VI. Training Relationship Manager

| Sl. No | Name | Role | CTC in LPA |
|--------|---------------------------------------|------------------------------|------------|
| 1 | Kiran M | Trainee Relationship Manager | 3 |
| 2 | Poornima S | Trainee Relationship Manager | 3 |
| 3 | Pradeep Kumar | Trainee Relationship Manager | 3 |
| 4 | Rahul Koudal | Trainee Relationship Manager | 3 |
| 5 | Ranjith S D | Trainee Relationship Manager | 3 |
| 6 | Alam Nikesh | Trainee Relationship Manager | 3 |
| 7 | Amulya T C | Trainee Relationship Manager | 3 |
| 8 | Chejarla Venkata Vidya Sagar Reddy | Trainee Relationship Manager | 3 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Trainee Relationship Manager | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 180000 |
| 2 | House Rent Allowance | 72000 |
| 3 | Special Allowance | 48000 |
| 4 | Total Compensation | 300000 |

VII. Branding Executive

| Sl. No | Name | Role | CTC in LPA |
|--------|----------------------|--------------------|------------|
| 1 | Bandee Vamsi Krishna | Branding Executive | 2.8 |
| 2 | Bhimesh | Branding Executive | 2.8 |
| 3 | Charchitha N Behura | Branding Executive | 2.8 |
| 4 | Kumar V | Branding Executive | 2.8 |
| 5 | Megha R | Branding Executive | 2.8 |

| Compensation Break up | | |
|-----------------------|-------------------------------|-----------------|
| Position | Branding Executive | |
| Sl. No. | Components of Total Fixed Pay | Annual (in INR) |
| 1 | Basic Pay | 168000 |
| 2 | House Rent Allowance | 67200 |
| 3 | Special Allowance | 44800 |
| 4 | Total Compensation | 280000 |

We have reviewed their academic records, conducted thorough interviews, and are confident that they possess the necessary skills and qualities required to contribute to our company's success.

We will be sharing the individual offer letters for each of the selected candidates with copies marked to you.

We request you to kindly inform us about their examinations and the expected date they will be able to join our organization. We will plan their joining dates accordingly.

We would like to express our gratitude to you and your team for your cooperation and support throughout the recruitment process. It has been a pleasure working with your institution, and we hope to continue this partnership in the future.

Thank you once again for your valuable assistance.

Yours Sincerely,

For Bizotic Talent Solutions Private Limited

Ramyashree S



Ramyshree S
Head of Finance & Operations



Offer: Computer Consultancy
Ref: TCSL/CT20172238592/Bangalore
Date: 10/01/2018

Ms. Anushree Gk
D/O Kenchaveerappa Nk Hno C-619 Aravinda Krupa T R Colony Gauribidanur T R Colony,
T R Colony,
Gauribidanur-561208,
Karnataka.
Tel# 91-7411378586

Dear Anushree Gk,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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TCSL/CT20172238592

1



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to 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 ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Conveyance Allowance

You will be eligible for a conveyance allowance of ₹800/- per month.

3. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or 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.

4. Sundry Medical Reimbursement

You will be eligible for reimbursement of sundry medical expenses incurred by you for you and your family. You are eligible for ₹6,000/- per annum or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail tax benefit you may submit medical bills for the same at the end of each calendar quarter. At the end of the financial year, the unavailed amount will be taxable.



5. Personal Allowance

You will be eligible for a monthly personal allowance of of ₹6,270/- per month. This component is subject to review and may change as per TCSL's compensation policy.

6. 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 Initial Learning Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.



OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹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.

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TCSL/CT20172238592

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TATA CONSULTANCY SERVICES

WYDEHI 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



Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expense-s towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.



2. Disclaimer

Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.



6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.



11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.



15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Permanent Account Number (PAN) Card
You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
- An affidavit/notarised undertaking stating:
*There is no criminal offence registered/pending against you



*There is no disciplinary case pending against you in the university

*If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) at our offices, as identified, for such period as TCSL may decide. The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.



Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCSL Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

| | |
|-----------------------|---|
| Name | Anushree Gk |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|----------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 10,200 | 1,22,400 |
| Bouquet Of Benefits # | 13,000 | 1,56,000 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,224 | 14,688 |
| Gratuity | 490 | 5,887 |
| Total of Annual Components & Retirals | 1,715 | 28,475 |
| Retention Incentive | NA | 0 |
| TOTAL GROSS | 27,415 | 3,36,875 |

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

| Component Category | Monthly | Annual |
|----------------------------------|----------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Conveyance Allowance | 800 | 9,600 |
| Leave Travel Assistance | 850 | 10,200 |
| Sundry Medical Reimbursement | 500 | 6,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 6,270 | 75,240 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |



Annexure 2

Regional Offices

| | |
|--|---|
| <p>Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601</p> | <p>Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114</p> |
| <p>Chennai Lead- Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555</p> | <p>Delhi Lead-Talent Acquisition Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735</p> |
| <p>Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222</p> | <p>Kolkata Lead-Talent Acquisition TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003</p> |
| <p>Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001</p> | <p>Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190</p> |
| <p>Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107</p> | <p>Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499</p> |



Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.



2. Retainer/Consultant's Obligations

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of Retainer/Consultant-ship, the Retainer/Consultant agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

The Retainer/Consultant agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and the Retainer/Consultant hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests the Retainer/Consultant may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.



4. Prior knowledge

The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines

The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Retainer/Consultant's Rights

The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.



9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.



Offer: Computer Consultancy
Ref: TCSL/CT20172238525/Bangalore
Date: 10/01/2018

Ms. Apoorva Da
#89Dibbur, Kakolu Post,
Near Government School,
Bangalore-560089,
Karnataka.
Tel# 91-9739475252

Dear Apoorva Da,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **IT Infrastructure Services (ITIS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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TCSL/CT20172238525

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COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to 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 ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Conveyance Allowance

You will be eligible for a conveyance allowance of ₹800/- per month.

3. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or 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.

4. Sundry Medical Reimbursement

You will be eligible for reimbursement of sundry medical expenses incurred by you for you and your family. You are eligible for ₹6,000/- per annum or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail tax benefit you may submit medical bills for the same at the end of each calendar quarter. At the end of the financial year, the unavailed amount will be taxable.



5. Personal Allowance

You will be eligible for a monthly personal allowance of of ₹6,270/- per month. This component is subject to review and may change as per TCSL's compensation policy.

6. 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 Initial Learning Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.



OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹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.

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TATA CONSULTANCY SERVICES

WYDEHI 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



Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expense-s towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.



2. Disclaimer

Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.



6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.



11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.



15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Permanent Account Number (PAN) Card
You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
- An affidavit/notarised undertaking stating:
*There is no criminal offence registered/pending against you



*There is no disciplinary case pending against you in the university

*If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) at our offices, as identified, for such period as TCSL may decide. The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.



Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCSL Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

| | |
|-----------------------|---|
| Name | Apoorva Da |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Reva Institute Of Technology And Management, Bangalore |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|----------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 10,200 | 1,22,400 |
| Bouquet Of Benefits # | 13,000 | 1,56,000 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,224 | 14,688 |
| Gratuity | 490 | 5,887 |
| Total of Annual Components & Retirals | 1,715 | 28,475 |
| Retention Incentive | NA | 0 |
| TOTAL GROSS | 27,415 | 3,36,875 |

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

| Component Category | Monthly | Annual |
|----------------------------------|----------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Conveyance Allowance | 800 | 9,600 |
| Leave Travel Assistance | 850 | 10,200 |
| Sundry Medical Reimbursement | 500 | 6,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 6,270 | 75,240 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |



Annexure 2

Regional Offices

| | |
|--|---|
| <p>Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601</p> | <p>Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114</p> |
| <p>Chennai Lead- Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555</p> | <p>Delhi Lead-Talent Acquisition Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735</p> |
| <p>Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222</p> | <p>Kolkata Lead-Talent Acquisition TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003</p> |
| <p>Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001</p> | <p>Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190</p> |
| <p>Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107</p> | <p>Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499</p> |



Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.



2. Retainer/Consultant's Obligations

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of Retainer/Consultant-ship, the Retainer/Consultant agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

The Retainer/Consultant agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and the Retainer/Consultant hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests the Retainer/Consultant may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.



4. Prior knowledge

The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines

The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Retainer/Consultant's Rights

The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.



9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.



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