DEPARTMENT OF COMPUTER SCIENCE AND ENGINEERING (CSE)
2018-19

Sl. No	NAME OF THE OUTGOING STUDENTS PLACED	ORGANISATION IN WHICH PLACED	PACKAGING COMMITTED PER ANNUM IN INR	page no
1	ADITYA KULKARNI	ACCENTURE	4	1
2	AJAY B	DIGITAL MCKINSEY	11	11
3	AJAY K B	QUALCOMM	8.47	12
4	AJEYA B JOIS	QUALCOMM	17	27
5	AMOGHA SUBRAMANYA D A	LOGMEIN	14.17	41
6	AMRUTHA VARSHINI SUNDAR	WESTERN DIGITAL	22	58
7	APOORVA R	L&T TECH SERV and Extreme	4	74
8	APRAMEYA	ACCENTURE	4	89
9	ARPITA DAS	SAP	10.17	97
10	ASHUTOSH RAO	CONTINENTAL	6	100
11	BHARGAVA S	HPE	10	101
12	CHAITHALI B T	HASHEDIN	5.5	117
13	CHANDRACHUD M S	ONETRUST	4.5	119
14	CHARAN S	BOSCH	4.5	131
15	CHIRAG RAMACHANDRAIAH	DIGITAL MCKINSEY	11	141
16	DEEPALI K KASHYAP	CONTINENTAL and SCHINIDER ELECTRICAL	6	142
17	DISHA S	DELL	8.47	151
18	DIVYA MADHAV KAMATH	CISCO	14.95	157
19	DIVYASHREE R	ACCENTURE	4	161
20	DIYA GANGAMMA A K	BOSCH and ARIGO	4.5	175
21	GAGAN SHETTY	L&T TECH SERV	4	190
22	GOUTHAM G	ACCENTURE	4	193
23	GURUDATTA RAMACHANDRA BHAT	YMEDIA	5.5	200
24	HARSHA B M	BOSCH and ARIGO	4.5	204
25	HEMANTH KUMAR M	LOGMEIN	14.17	225
26	HIBA IQBAL BEGUM	AURIGO	8	242
27	HOLLA P SANATH SRINIVASA	AVI NETWORKS	10	247
28	IKSHUDHANVA G A	HPE	10	253

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29	IMPANA D RAJ	ACCENTURE and TCS	4	259
30	KAVYA N	ACCENTURE	4	283
31	KEERTHANA N	L&T TECH SERV and AURIGO	4	296
32	KEERTHANA U	ONETRUST	4.5	305
33	KISHORE B C	L&T TECH SERV	4	317
34	KRUTHIKA MANJUNATH	HPE	10	322
35	LAVANYA N	ALTIMETRIK	15	328
36	LINFORD PINTO	YMEDIA	5.5	329
37	MADHUMITHA V	L&T TECH SERV	4	337
38	MANDAR MANJUNATH PATIL	BOSCH	4.5	340
39	MANISH H L	ACCENTURE and CERMEN	4	351
40	MANJUNATH M J	ONETRUST	4.5	362
41	MANOJ M	TCS	7.3	367
42	MANOJ RAO B	SIEMENS	20	385
43	MEGHANA BASAVARAJ YADAV	ACCENTURE	4	388
44	MOHD MUQEEM	TATA ELXSI	5.5	402
45	MONISH S R	ARRIES AND ACCENTURE	12	416
46	NAMRATA VASANT NAIK	SABRE	9.41	447
47	Namratha K N	BOSCH	9.41	
48	NEETA PRAKASH HEGDE	NATIONAL INSTRUMENTS and WESTERN DIGITAL	13	453
49	NIDHI MUKUNDA	INFOSYS	3.6	
50	NIKHIL SHASTRI	AMADEUS	9	466
51	NISCHITHA S D	ACCENTURE	4	468
52	NITHIN PRABHU G	JPMORGAN	17	475
53	NIVEDITA NARAYAN DEVADIG	INCTURE and AMAZON	6.5	490
54	NIVEDITHA N SOMAYAJI	AMAZON	10	502
55	PALLAVI M S	L&T TECH SERV and SCHNEIDER ELECTRICAL	4	514
56	PANEENDRA K	LOWES and ACCENTURE	12	525
57	PAVAN KESHAV L	JPMORGAN	17	536
58	PAVAN SR	ACCENTURE	4	549
59	POOJA	YMEDIA	5.5	552

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60	PRADEEP SHRIKAR PAI	LOGMEIN	14.17	556
61	PRAVEEN G	PHILIPS	10	560
62	PRITHVI VASANTH PRATAHKAL	ORACLE	8.22	564
63	PULKIT SINHA	SABRE	9.41	567
64	RACHANA N RAJ	ACCENTURE	4	569
65	RAGHU D	DELOITTE	10.17	583
66	RAHUL T R	INFORMATICA	6	586
67	RAMANAN RAMESH	SIEMENS	4.5	591
68	RAPOLU SINDHUJA	L&T TECH SERV	4	593
69	RASHMI G HEGDE	WESTERN DIGITAL	4.5	595
70	RISHAV	L&T TECH SERV and HOSHEDIN	4	603
71	RITHIK M JAIN	SIEMENS	20	608
72	ROHAN M SAPARE	CERNER	20	611
73	SHARANAPPA BELLAD	AURIGO	4	613
74	SHARMISHTA B M	ONETRUST	4.5	620
75	SHASHANK R	SIEMENS	20	638
76	SHIFALI B SHETTY	JPMORGAN and QUALCOMM	17	639
77	SHIVAM BAJPAI	ONETRUST	12	643
78	SHUBHAM NEHRA	ACCENTURE	4	654
79	SHWETHA.U	ACCENTURE	4	661
80	SINDHU B R	AURIGO	8	682
81	SNEHA S R	A	4	704
82	SOURABH S DAROJI	INFORMATICA	7.4	711
83	SPOORTHI M	BOSCH	4.5	712
84	SRUSHTI PRAKASH MARIHAL	ACCENTURE	4	721
85	SUBRAHMANYA VINAYAK JOSHI	HPE	10	731
86	SUJEENDRA S MAHAGOANKAR	ACCENTURE	4	735
87	SUMANTH BHAT	MICROFOCUS	10.8	742
88	SUPREETHA S BHATT	ONETRUST	4.5	754
89	SUSHMA GOLLAPUDI	BOSCH	4.5	779
90	SUSHMITHA MALLESH	ARRIS	5	802
91	SWATHI ALSE	MICROFOCUS	10.8	816
92	SYED IDREES	ACCENTURE	4	821
93	SYED TAYASSAR SHAH	AVI NETWORKS	10	828
94	TAANYA N ANAND	CISCO	14.95	838
95	TEJASWINI L	EXTREME NETWORKS	11	866

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96	VARUN M	BETSOL	3.5	876
97	VEENA GANAPATI REVANKAR	SABRE	9.41	877
98	VINYAS N S	HPE	10	880
99	VISHAKHA M	TAYANA SOFT	7	886
100	YOGEESH AGARWAL	ONETRUST	4.5	902
101	ABHISHEK BISHT	AKAMAI		
102	ADISHANKAR RAVINDRA HAMPIHOLI	INFOSYS		
103	AKASH BHAT	CONTINENTAL		
104	AKASH KUMAR	ACCENTURE		
105	Bhavana S Dixit	NETAPP		
106	JATIN S	INFOSYS		
107	Kavya K C	BOSCH		
108	MRUDULA N M	MERCEDES BENZ FT		
109	MUHAMMAD ATIB JUNAID	MERCEDES BENZ FT		
110	P KARTHIK SASTRY	ACCENTURE		
111	PUNEET KAMATAGI	ACCENTURE		
112	SAGARIKA	INCTURE		
113	SAMEERA B	ACCENTURE		
114	SANJAY M B	MOOLYA		
115	SATVIK J SAPALIGA	SIEMENS		
116	SHARANYA G MARATHE	L&T TECH SERV		
117	SHARATH K HEBBAR	MICROFOCUS		
118	Shashikumar G A	CONTINENTAL		
119	SHOUNAK CHAVAN	INFOSYS		
120	SHRILAKSHMI M	ACCENTURE		

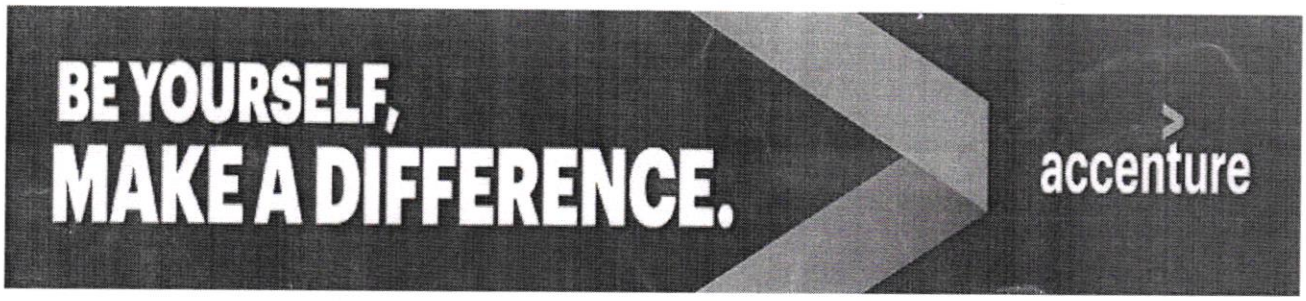
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Strictly Private and Confidential

09-Mar-2019

ADITYA KULKARNI
H No 1-891/95/2b/7, Devi Krupa, Maka Layout, Sundaram Garden, Gulbarga Gb Rs Kalaburagi
9620457346

Dear ADITYA,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

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

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

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Reference Id: 995afa60-0457-4305-905a-4e9ca7a660a4
Signed By: Mohan Sekhar

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the Offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This Offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

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02.02.2024 22:35

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

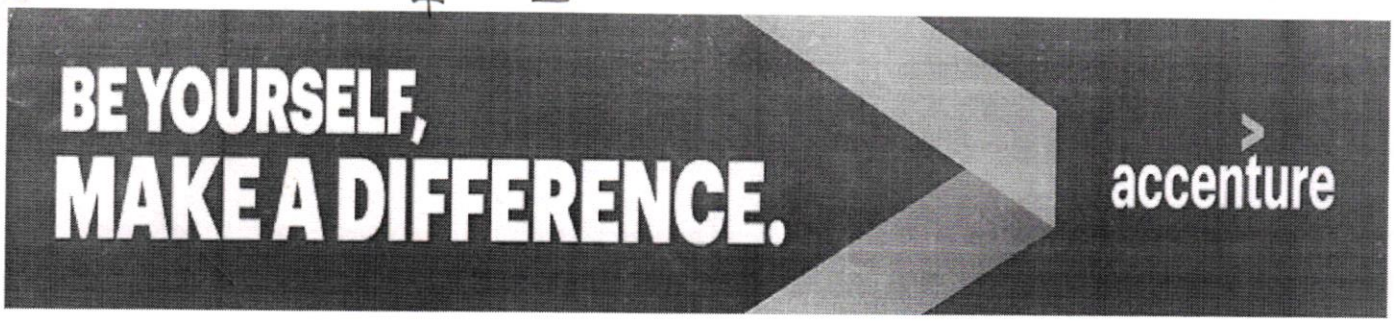
Mohan Sekhar

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

ACKNOWLEDGED AND AGREED:

[*Insert full legal name*]

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02.02.2024 22:35



Name :- Aditya Kulkarni
USN :- 4JC19LJ003
Branch :- LSE

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09-Mar-2019

ADITYA KULKARNI
H No 1-891/95/2b/7, Devi Krupa, Maka Layout, Sundaram Garden, Gulbarga Gb Rs Kalaburagi
9620457346

Dear ADITYA,

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

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

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

Candidate's Signature _____

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Reference Id: 995afa60-0457-4305-905a-4e9ca7a66[illegible]a4_1
Signed By: Mohan Sekhar

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After acceptance of the Offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This Offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

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02.02.2024 22:35

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After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

Mohan Sekhar

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

ACKNOWLEDGED AND AGREED:

[*Insert full legal name*]

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

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ANNEXURE - I

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Joining Bonus	
Joining Bonus (Refer to section C)	25,000

(D) Additional Benefits	
Gratuity as per law#	5,290
Insurance Premium (notional value)	3,776

Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000

(A) Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- **Joining Bonus**- of **INR 25,000** payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Signature Not Verified

Candidate's Signature _____

SOKKALINGAM ARUMUGAM DHANARAJ, CN=SOKKALINGAM ARUMUGAM DHANARAJ, SERIALNUMBER=09c71c74300504...d3f0bf7df6ea45d76c824ff43c67a40809fdf41420957ae, ST=Karnataka, PostalCode=570006, Phone=6c628dc6a97e4c1a62...8f1dd89ff89c15c36e9252e3ca1b465469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND TECHNOLOGY UNIVERSITY, C=IN
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- **Additional Bonus-** of **INR 25,000** payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the Authorities.

*As defined by applicable law from time to time.

- If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your career level as per company payroll cycle.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
   a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
   b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
      - 10% of such claims for self, spouse and 2 dependent children
      - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

Signature Not Verified

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

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in t Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

Signature Not Verified

Candidate's Signature _____

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02.02.2024 22:35

ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

Signature Not Verified
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02.02.2024 22:35

McKinsey&Company

CONFIDENTIAL

October 5, 2018

Ajay B
Bangalore

DearAjay:

We are pleased to offer you an **Internship** position at McKinsey & Company India LLP, at Bangalore, from **January 07, 2019 to July 05, 2019**. And At the end of your internship period, your performance shall be assessed and you may receive an offer for **full time employment**. This offer is at the sole discretion of McKinsey & Company India LLP and shall be made based on various factors including performance during the internship period and availability of positions. Our offer terms are as follows:

1. Your monthly stipend will be **INR 50,000** per month, subject to statutory deductions. During your internship, you will have access to the lunch and transport facility.
2. Our normal office hours are 0900 to 1800, Monday to Friday, with one hour for lunch. You are expected to work five days a week and you will not be entitled to overtime pay.
3. You will be covered under the Firm's life insurance plan during your internship.
4. Kindly note, the company reserves the right to terminate the internship with or without notice in case of gross misconduct/disciplinary issues, poor performance, violation of ethical standards and/or Firm's values and standards,fraud, etc. In case of any other reason apart from the ones stated above, this contract can be terminated by either of the parties, by giving 15 days' notice in writing.

Please indicate your acceptance by countersigning the second copy of this letter and returning it to us. We understand that you will start work no later than **January 07, 2019.**

We wish you success and hope this will be a great learning experience.

For McKinsey & Company India LLP

Lalatendu Das Digitally signed by Lalatendu Das Date: 2018.10.05 10:57:36 +05'30'

Lalatendu Das,
Digital VP

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

McKinsey & Company India LLP
A Limited Liability Partnership with LLP Identity number AAB-8468
Nalapad Brigade Centre, 6th Floor (Unit 603 & 604),
No. 493, Whitefield Main Road, Mahadevapura,
Krishnarajapuram Hobli, Bangalore - 560 048, India
Telephone +91 (80) 6758 8002

Regd. Office: S - 405 (LGF), Greater Kailash - II, New Delhi - 110048

Signature Not Verified

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02.02.2024 22:35

Qualcomm

QUALCOMM India Private Limited
Corporate Identity Number(CIN): U64202DL1996PTC076991
Registered Office:
Unit No. 201, 2nd Floor, Tolstoy House
15, Tolstoy Marg, New Delhi -110001,
Tel:+91-11-43083550, Fax: +91-11-43083550

October 09, 2018

Ajay K B
India

Dear Ajay,

Re : Internship Programme at Qualcomm India Private Limited
We are pleased to extend an offer for internship with Qualcomm India Private Limited ("Qualcomm") as a/an Interim Intern.

Your internship will commence at Qualcomm's Bangalore office in the month of January, 2019.

Your internship will end approximately 24 weeks from your Start Date ("End Date").

Such internship at Qualcomm does not entitle you to claim or claim preference to employment at Qualcomm.

You will be eligible to receive a monthly stipend of INR 30,000 during your internship subject to proper performance and conduct, which shall be as assessed by Qualcomm in its sole discretion.

Benefits Program
Qualcomm is committed to providing its Interns, comprehensive and competitive levels of stipends and benefits. Please refer to the India Intern Benefits Summary for a description of eligible benefits.

Relocation
Qualcomm will provide you with the relocation package.

Confidentiality
You must always maintain the highest degree of secrecy and keep as confidential the records, documents and such other information relating to the business of Qualcomm which may be known to you or confided in you by any means in the course of your internship with Qualcomm. You will be required to sign the Inventions Disclosure, Confidentiality and Proprietary Rights Agreement with Qualcomm at the time of commencing your internship with Qualcomm.

India Taxes
Taxes will be withheld in accordance with India tax laws you shall be responsible for filing your personal returns and comply with other requirements under the India tax laws.

Termination of Internship

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

Signature Not Verified
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CN=SOKKALINGAM ARUMUGAM DHANARAJ, SERIALNUMBER=09c71c7430050...d3f0bf7df6ea45d76c824ff43c67a40f09fdfd14220957ae..., ST=Karnataka, PostalCode=570006, Phone=6c62d0c6a97e4c1a62...9871dd89ff89c15c36e9252e3ca1b465469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND TECHNOLOGY UNIVERSITY, C=IN
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Qualcomm

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Registered Office:
Unit No. 201, 2nd Floor, Tolstoy House
15, Tolstoy Marg, New Delhi -110001,
Tel:+91-11-43083550, Fax: +91-11-43083550

Your internship with Qualcomm will automatically terminate upon the End Date, unless extended by Qualcomm on specific written communication and terms and conditions of internship at that time. Your internship with Qualcomm may be terminated earlier than the End Date, by either you or Qualcomm by providing 14 (fourteen) days prior written notice. Qualcomm reserves the right to terminate your internship summarily without notice or payment in lieu of notice if it has reasonable grounds to believe that you are guilty of misconduct or negligence as per Qualcomm's policy or guidelines, or have committed any breach of this agreement.

Rules and Regulations
In addition to the terms and conditions of internship specifically stated herein, you will also be governed by the rules, regulations and such other practices, systems, procedures and policies framed, amended, modified or omitted by Qualcomm from time to time. You will also be governed by statutory laws enacted by Central or State Government or local authorities as may be applicable to you from time to time.

You should take due and proper care in maintaining and protecting the assets, properties, facilities, software and hardware, if and when provided by Qualcomm for the internship and on demand by Qualcomm, or immediately upon the cessation of this agreement, you will take all steps to return such assets, properties etc., to Qualcomm in the same condition as given, subject to normal wear and tear failing which Qualcomm will be entitled to recover such costs/compensation as it may deem fit, keeping in view the cost of such assets, properties, etc.

Governing law
This offer and any ensuing agreement shall be governed by and construed in accordance with the laws of India and any matter that may arise out of or in connection herewith shall be brought in courts of competent jurisdiction in India, which shall have exclusive jurisdiction.

Entirety
This offer and any ensuing agreement constitutes the entire agreement between the parties in relation to the subject matter hereof and supersedes any prior communications, writings, manifestations or understandings of any kind, oral or written in connection herewith. No delay or omission on the part of Qualcomm in exercising any of its rights hereunder shall operate as a waiver of such right or of any other right.
We believe we have made an excellent decision in selecting you. We hope that your performance will confirm our belief and you will find yourself involved in many ways in the growth of our company.

The acceptance of this offer of internship is contingent upon Qualcomm's receipt of the following completed documents by November 03, 2018 and will expire in case of non-receipt of the same:

- Copy of your passport (if you do not have a passport, please complete the attached Declaration Form)

Signature Not Verified
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CN=SOKKALINGAM ARUMUGAM DHANARAJ, SERIALNUMBER=09c71c7430050...d3f0bf7df6ea45d76c824ff43c67a40f09fdfd41420957ae..., ST=Karnataka, PostalCode=570006, Phone=6c62dc6a97e4c1a62...1dd89ff89c15c36e9252e3ca1b465469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND TECHNOLOGY UNIVERSITY, C=IN
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- Signed copy of this letter
- Agreement Regarding Restricted and Embargoed/Sanctioned Countries and Employee Export Written Assurance
- Invention Disclosure , Confidentiality and Proprietary Rights Agreement
- Copy of your PAN card & Aadhar card

Any reference to the word "employee" in any form shall be read as "Intern" when attached/read with this letter
We reserve the right to revoke the offer at our sole discretion at any time before the aforesaid deadline without any further obligation or liability.

Please accept the offer in the system in MM/DD/YYYY format. You should scan and email signed copies of these documents to university.relations@qti.qualcomm.com and carry your original signed letter on your start date of the internship and hand over the same to us. If you have any questions, please do not hesitate to contact Shailesh Kumar at kumarsha@qti.qualcomm.com or +91-40-67844030.

Sincerely,
Qualcomm India Private Limited

Aarathi Sampath Kumar
Sr Mgr, Talent Acquisition
QUALCOMM India Private Limited
Corporate Identity Number(CIN): U64202DL1996PTC076991

This document is electronically signed and does not require a physical signature for further authentication.

TERMS OF OFFER ACCEPTED

SIGNATURE: Ajay

PRINT NAME: Ajay. K.B

DATE: 24/10/2018

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

Signature Not Verified
SOKKALINGAM ARUMUGAM DHANARAJ
CN=SOKKALINGAM ARUMUGAM DHANARAJ, SERIALNUMBER=09c71c74300501...d3f0bf7df6ea45d76c824ff43c67a40809fdf414209 57aa, ST=Karnataka, PostalCode=570006, Phone=6c62dc6a97e4c1a626...1dd89ff89c15c36e9252e3ca1b465469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND TECHNOLOGY UNIVERSITY, C=IN
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Unit No. 201, 2nd Floor, Tolstoy House
15, Tolstoy Marg, New Delhi -110001,
Tel:+91-11-43083550, Fax: +91-11-43083550

PROPOSED START DATE: 03/01/2019

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

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October 09, 2018

Ajeya Jois
India

Dear Ajeya,

Re : Internship Programme at Qualcomm India Private Limited
We are pleased to extend an offer for internship with Qualcomm India Private Limited ("Qualcomm") as a/an Interim Intern.

Your internship will commence at Qualcomm's Bangalore office in the month of January, 2019.

Your internship will end approximately 24 weeks from your Start Date ("End Date").

Such internship at Qualcomm does not entitle you to claim or claim preference to employment at Qualcomm.

You will be eligible to receive a monthly stipend of INR 30,000 during your internship subject to proper performance and conduct, which shall be as assessed by Qualcomm in its sole discretion.

Benefits Program
Qualcomm is committed to providing its Interns, comprehensive and competitive levels of stipends and benefits. Please refer to the India Intern Benefits Summary for a description of eligible benefits.

Relocation
Qualcomm will provide you with the relocation package.

Confidentiality
You must always maintain the highest degree of secrecy and keep as confidential the records, documents and such other information relating to the business of Qualcomm which may be known to you or confided in you by any means in the course of your internship with Qualcomm. You will be required to sign the Inventions Disclosure, Confidentiality and Proprietary Rights Agreement with Qualcomm at the time of commencing your internship with Qualcomm.

India Taxes
Taxes will be withheld in accordance with India tax laws you shall be responsible for filing your personal returns and comply with other requirements under the India tax laws.

Termination of Internship

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Qualcomm

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Rules and Regulations
In addition to the terms and conditions of internship specifically stated herein, you will also be governed by the rules, regulations and such other practices, systems, procedures and policies framed, amended, modified or omitted by Qualcomm from time to time. You will also be governed by statutory laws enacted by Central or State Government or local authorities as may be applicable to you from time to time.

You should take due and proper care in maintaining and protecting the assets, properties, facilities, software and hardware, if and when provided by Qualcomm for the internship and on demand by Qualcomm, or immediately upon the cessation of this agreement, you will take all steps to return such assets, properties etc., to Qualcomm in the same condition as given, subject to normal wear and tear failing which Qualcomm will be entitled to recover such costs/compensation as it may deem fit, keeping in view the cost of such assets, properties, etc.

Governing law
This offer and any ensuing agreement shall be governed by and construed in accordance with the laws of India and any matter that may arise out of or in connection herewith shall be brought in courts of competent jurisdiction in India, which shall have exclusive jurisdiction.

Entirety
This offer and any ensuing agreement constitutes the entire agreement between the parties in relation to the subject matter hereof and supersedes any prior communications, writings, manifestations or understandings of any kind, oral or written in connection herewith. No delay or omission on the part of Qualcomm in exercising any of its rights hereunder shall operate as a waiver of such right or of any other right.
We believe we have made an excellent decision in selecting you. We hope that your performance will confirm our belief and you will find yourself involved in many ways in the growth of our company.

The acceptance of this offer of internship is contingent upon Qualcomm's receipt of the following completed documents by November 03, 2018 and will expire in case of non-receipt of the same:

- Copy of your passport (if you do not have a passport, please complete the attached Declaration Form)

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

Signature Not Verified
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- Signed copy of this letter
- Agreement Regarding Restricted and Embargoed/Sanctioned Countries and Employee Export Written Assurance
- Invention Disclosure , Confidentiality and Proprietary Rights Agreement
- Copy of your PAN card & Aadhar card

Any reference to the word "employee" in any form shall be read as "Intern" when attached/read with this letter
We reserve the right to revoke the offer at our sole discretion at any time before the aforesaid deadline without any further obligation or liability.

Please accept the offer in the system in MM/DD/YYYY format. You should scan and email signed copies of these documents to university.relations@qti.qualcomm.com and carry your original signed letter on your start date of the internship and hand over the same to us. If you have any questions, please do not hesitate to contact Shailesh Kumar at kumarsha@qti.qualcomm.com or +91-40-67844030.

Sincerely,
Qualcomm India Private Limited

Aarathi Sampath Kumar
Sr Mgr, Talent Acquisition
QUALCOMM India Private Limited
Corporate Identity Number(CIN): U64202DL1996PTC076991

This document is electronically signed and does not require a physical signature for further authentication.

TERMS OF OFFER ACCEPTED

SIGNATURE: AjeyaB.Jois

PRINT NAME: Ajeya.B.Jois

DATE: 24/10/2018

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

Signature Not Verified

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15, Tolstoy Marg, New Delhi -110001,
Tel:+91-11-43083550, Fax: +91-11-43083550

PROPOSED START DATE: 03/01/2019

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

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02.02.2024 22:35

CS.

Qualcomm

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15, Tolstoy Marg, New Delhi -110001,
Tel:+91-11-43083550, Fax: +91-11-43083550

June 27, 2019

Ajeya Jois
India.

Dear Ajeya,

We believe our employees' ideas can literally change the world - and we see it happen all the time. For more than two decades, we've been a global leader in wireless technology, continually pushing the boundaries of what's possible. We develop products and solutions that make a difference in the lives of people everywhere. By joining the Qualcomm family, you too can play a part in changing the world.

Qualcomm India Private Limited ("Qualcomm") is pleased to extend an offer of employment to you as a(n) IT Engineer, Associate, reporting to Kalyanaraman Venkataramani, Staff IT Engineer, with a start date to be determined.

Our offer to you includes a gross monthly salary of INR 58,334 and restricted stock units (RSUs) as per the terms and conditions in the attached RSU letter. Included in the gross monthly salary, Qualcomm will provide you allowances and reimbursements as indicated in the annexure to this offer letter. All salary, allowances and reimbursements will be paid less required withholdings and in accordance with the applicable policies and procedures of Qualcomm, as may be amended or modified by Qualcomm from time to time.

Sign-On Bonus
You will receive a sign-on bonus of INR 100,000 (less required withholdings), payable within the first two payroll periods of employment and is contingent on you being employed on the date of payment. If you terminate your employment prior to 24 months you agree to repay the full amount of the sign-on bonus on or before your last working day with the company.

Annual Review Process
You will also be eligible to be considered for the corporate annual review process. During this review, each employee may be eligible for discretionary salary increases, performance bonus awards and Restricted Stock Unit grants subject to assessment on various relevant criteria. The annual review process is

Signature Not Verified
SOKKALINGAM ARUMUGAM DHANARAJ
Reason: SOKKALINGAM ARUMUGAM DHANARAJ,
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discretionary and is subject to change from time to time at the sole discretion of Qualcomm without any notice.

Benefits Program
We offer a comprehensive benefits package for you and your dependents. A summary of these benefits is available on the Benefits section of our website.

Place of Work
You will report into Qualcomm's Bangalore office. Qualcomm may, after giving you reasonable notice, transfer or assign your services to any place of business of Qualcomm that may presently be operating, or which may subsequently be acquired or established, in any part of India or abroad.

Qualcomm pans across geographies providing various services to its clients and you may be required to go through appropriate Induction & Orientation along with necessary training program. The training is given to ensure that you are complaint with the best practices followed by Qualcomm- on a worldwide basis.
Qualcomm reserves its rights to transfer or assign your services to any associate company, branch, office, subsidiary or other companies, concerns, organizations, or firms with whom Qualcomm may make any such arrangement or agreement. You may also be required on a temporary basis to work at any client premises based in India or overseas.

Relocation
Qualcomm will provide you with a Relocation Package, which includes a lump sum in the amount of INR 50,000 (less required withholdings) payable within the first or second payroll period of employment. The Relocation Package shall further include relocation expenses comprising of all amounts paid (to you or a third party) by Qualcomm related to your relocation, including but not limited to, shipping costs, airfare, temporary housing, rental car, food, service fee and any miscellaneous expense allowance. If you do not report to your place of work to join employment by the date stipulated by Qualcomm or if your employment with Qualcomm ends before the completion of 24 months from joining for any reason, you agree to repay to Qualcomm the full amount of the total Relocation Package amount on or before your last working day with the company.

Some or all relocation benefits may be taxable. Please note that it is your responsibility to secure income tax advice from your tax consultant or attorney regarding relocation expenses. In the event that

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Qualcomm

QUALCOMM India Private Limited
Corporate Identity Number(CIN): U64202DL1996PTC076991

Registered Office:
Unit No. 201, 2nd Floor, Tolstoy House
15, Tolstoy Marg, New Delhi -110001,
Tel:+91-11-43083550, Fax: +91-11-43083550

Qualcomm directly pays for or reimburses to the employee costs associated with matters like immigration etc., these costs are considered an employee benefit and will be included in the employee's taxable income.

Confidentiality
You must always maintain the highest degree of secrecy and keep as confidential the records, documents and such other information relating to the business of Qualcomm, its parent, subsidiary and affiliated entities which may be known to you or confided in you by any means during the course of your employment with Qualcomm. You will be required to sign the Inventions Disclosure, Confidentiality and Proprietary Rights Agreement with Qualcomm at the time of joining Qualcomm.

Taxes
Taxes will be withheld in accordance with applicable tax laws and you may be required to provide receipts for allowances. You shall be responsible for filing of your personal returns and comply with other requirements under the tax laws of India and any other relevant jurisdiction.

Probationary Period
You will initially be on probation for a period of 180 days from the actual date of your joining with us and will be eligible to be considered for confirmation in the regular service of Qualcomm on completion of the 180 days, unless Qualcomm specifies in writing that your probation period has been extended for such further period as determined by Qualcomm in its sole discretion. The probation period may be curtailed or extended by the management of Qualcomm at its sole discretion without assigning any reasons. Qualcomm may elect to terminate your employment at its sole discretion during the probation period without assigning any reason by providing thirty (30) days prior written notice or payment of a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice in lieu thereof.

You may terminate your employment with Qualcomm during the probation period by providing thirty (30) days prior written notice. The provision of such notice by you is mandatory in all instances of termination of employment by you. If you fail to provide such notice prior to terminating your employment, you will be required to pay Qualcomm a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice based on your gross pay (basic plus allowances).

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During the probationary period your performance and other antecedents will be thoroughly assessed and evaluated by your superiors and only on satisfactory completion of your initial or extended probationary period you will be eligible to be considered for confirmation in the regular service of Qualcomm on such terms and conditions as decided by Qualcomm.

Termination of Employment

After confirmation, your employment with Qualcomm may be terminated by either you or Qualcomm by providing sixty (60) days prior written notice. The provision of such notice by you is mandatory in all instances of termination of employment by you. If you fail to provide such notice prior to terminating your employment, you will be required to pay Qualcomm a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice based on your gross pay (basic plus allowances). Qualcomm however may at its sole discretion terminate your employment prior to the end of the notice period and pay in lieu of such notice gross salary.

Qualcomm reserves the right to terminate your employment (whether you are on probation or in confirmed employment) summarily without notice or payment of a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice in lieu of notice if it has reasonable grounds, including deficiency in performance, misconduct or negligence as per Qualcomm policy or guidelines, breach of this agreement or any applicable laws. You shall return to Qualcomm all company property in your possession upon the cessation of employment.

In case of any termination of employment, you agree to release Qualcomm and its parents, subsidiaries, affiliates, directors, employees and agents from all known or unknown, suspected or unsuspected, claims, if any, relating to or arising out of your employment, the cessation of your employment, or from any events, transactions or occurrences between yourself and Qualcomm, including any claims under any state or central employment laws, bye-laws, legislations, rules, notifications, statutes, precedents, practice or custom.

Other Acknowledgements and Contingencies

You understand and agree that any information received as a result of any investigation to verify information provided in your resume, application and/or personal information sheet, and any other inquiries as deemed necessary, may be used by Qualcomm to determine appropriateness for employment, and that this offer may be revoked or your employment may be terminated based on information received from this investigation, even if such information is received after the

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Qualcomm

QUALCOMM India Private Limited
Corporate Identity Number(CIN): U64202DL1996PTC076991

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15, Tolstoy Marg, New Delhi -110001,
Tel:+91-11-43083550, Fax: +91-11-43083550

commencement of your employment. If Qualcomm elects to so terminate on account of any misrepresentation, errors or inconsistencies in the information provided, Qualcomm shall not be obliged to provide any notice or payment in lieu thereof.

You also understand and agree that your employment is contingent upon signing the Inventions Disclosure, Confidentiality and Proprietary Rights Agreement and acknowledging that you have not and will not bring or use, in the performance of your duties for Qualcomm, any proprietary or confidential information of any of your former employers without that former employer's written authorization. You agree and acknowledge that your employment with Qualcomm will not require you to violate any contract, obligation or confidence to any other party. You shall be solely and fully responsible for any costs or consequences that may arise in this connection.

You further acknowledge that Qualcomm will not be responsible for any outstanding salary, compensation, social security benefits, gratuity and other benefits which may be payable to you by your former employer.

Finally, you acknowledge your employment at Qualcomm is contingent on you being able to legally work in India. If, as a condition of your lawful ability to work in India, you are required to submit a Financial Guarantee, and Qualcomm agrees to do so, on your behalf, you must sign a Counter Guarantee which will be provided by Qualcomm.

Employment Rules and Regulations

In addition to the terms and conditions of employment specifically stated herein, you will also be governed by the rules, regulations and such other practices, systems, procedures and policies framed, amended, modified or omitted by Qualcomm from time to time. You will also be governed by statutory laws enacted by Central or State Government or local authorities as may be applicable to you from time to time including but not limited to work timings. You agree and acknowledge that you employment with Qualcomm is contingent upon compliance with all of the foregoing at all times and any failure to do so shall constitute a breach of this agreement and terms of employment.

Governing law

This offer and the employment agreement resulting from it's acceptance shall be governed by and construed in accordance with the laws of India and any matter that may arise out of or in connection here with shall be brought in courts of competent jurisdiction in India, which shall have exclusive jurisdiction.

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Qualcomm

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Entirety
This offer, upon acceptance, constitutes the entire agreement between the parties in relation to the subject matter hereof (except as stated herein) and supersedes any prior communications, writings, manifestations or understandings of any kind, oral or written in connection herewith. No delay or omission on the part of Qualcomm in exercising any of its rights hereunder shall operate as a waiver of such right or of any other right.

Deadline to Accept Offer:
This offer of employment will remain valid until July 11, 2019. Acceptance of this offer is contingent upon receipt of the following documents by the said deadline failing which the offer shall stand withdrawn at Qualcomm's sole discretion:

- Signed copy of this letter
- Agreement regarding Restricted and Embargoed/Sanctioned Countries and Employee Export Written Assurance completed and signed
- Inventions Disclosure, Confidentiality and Proprietary Rights Agreement
- Copy of your passport (if you do not have a passport, please complete the attached Declaration Form)
- Copy of your PAN card & Aadhar card

Qualcomm reserves the right to revoke the offer at its sole discretion at any time before the aforesaid deadline without any further obligation or liability.

You should scan and email signed copies of these documents to Shailesh Kumar at kumarsha@qti.qualcomm.com and carry your original signed letter on your date of joining and hand over the same to the said recruiter. You will receive copies of these documents in return.

If you have any questions, please do not hesitate to contact Shailesh Kumar at +91-98-6642-2634.

Congratulations and welcome to Qualcomm!

Sincerely,
Qualcomm India Private Limited

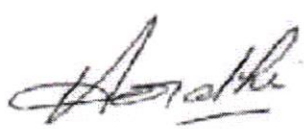
Other offices: Bengaluru: 125-127, EPIP II Phase, Whitefield, Bengaluru-560066, Tel:+91-80-46174000; Fax: +91-80-46174004 Gurugram: Global Business Park, 8th Floor, Tower D, Mehrauli Gurugram Road, Gurugram-122002, Haryana Tel:+91-124-6642316, Fax: +91-124-6642400 Chennai: TVH Agnitio Park, Floor #11,Door #141, OMR, Rajiv Gandhi Salai, Kandanchavadi, Chennai – 600 096, Tamil Nadu, India. Tel: +91-44 -66946400; Fax: +91- 44 -66946401 Hyderabad: 5th Floor, Bldg # 8 Mindspace, Hitec City, Madhapur, Hyderabad, 500 081, Telangana, India. Tel: +91-40-67842864; Fax: +91-40-49730057 Mumbai: Unit no. 1102, Platina Building, G Block 11th Floor, Plot # C-59, Bandra Kurla Complex, Mumbai, India 400051 India. Tel: +91-22-67041400; Fax: +91-22-67041500 Noida: Advant Business Park, B-502, 5th Floor, Tower B, Plot No.7, Noida-Gr.Noida Expressway, Sector 142, Noida-201305 India Tel+91 120 4696000; Fax+91 120 4696111

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Qualcomm

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Tel:+91-11-43083550, Fax: +91-11-43083550



Aarathi Sampath Kumar
Sr Mgr, Talent Acquisition
QUALCOMM India Private Limited
Corporate Identity Number(CIN): U64202DL1996PTC076991
This document is electronically signed and does not require a physical signature for further authentication.

TERMS OF OFFER ACCEPTED

SIGNATURE: _____

PRINT NAME: _____

DATE: _____

PROPOSED START DATE: _____

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02.02.2024 22:35

Annexure to the Appointment Letter

Name:	Ajeya Jois				
Designation:	IT Engineer, Associate				
Location:	Bangalore				
Gross Pay (annually):	**INR**	**700,008**			
Gross Pay (monthly):	**INR**	**58,334**			

		Per Annum Rs.		**Per Month Rs.**	
Gross Pay Components					
Basic Pay		INR	280,003	INR	23,334
House Rent Allowance		INR	111,996	INR	9,333
Flexible Benefit Plan		INR	308,009	INR	25,667
Leave Travel Allowance		INR	27,996	INR	2,333
Special Allowance		INR	280,013	INR	23,334
Gross Pay Sub-totals		**INR**	**700,008**	**INR**	**58,334**

"Note: After making elections, all unallocated funds from the Flexible Benefits Plan will be paid out monthly as taxable income under the heading "Special Allowance". Based on employee utilization of funds under elections made, any residual monies will accumulate and will be paid out as taxable income under the heading of "Special Allowance" at the end of the tax year."

Retirals					
Employer Contribution to Provident Fund	12% of Basic Pay	INR	33,600	INR	2,800
Gratuity	4.81% of Basic Pay	INR	13,468	INR	1,122
Retirals Sub-Totals		**INR**	**47,069**	**INR**	**3,922**
Cost to Company (Gross Pay + Retirals)		**INR**	**747,077**	**INR**	**62,256**
Company Paid Standard Benefits					
Mediclaim		INR	24,795		
Personal Accident Insurance		INR	2,500		
Group Term Life Insurance		INR	2,500		
Total CTC (Gross Pay + Retirals + Co.Pd Std Benefits)		**INR**	**776,872**		
Sign On Bonus		INR	100,000		
New Hire Restricted Stock Unit Value		USD	$ 5,200		

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Qualcomm

June 27, 2019

Ajeya Jois
India.

Dear Ajeya,

Congratulations on receiving an offer of employment from our subsidiary, QUALCOMM India Private Limited. As the parent company of your employer, we at Qualcomm Incorporated ("Qualcomm" or the "Company") will offer you the opportunity to accept a grant of restricted stock units (RSUs) equal to **USD 5,200.00**, subject to obtaining necessary approval required under the Company's 2016 Long-Term Incentive Plan ("LTIP"). The number of RSUs to be granted will be determined by dividing **USD 5,200.00** by the fair market value (as defined by the LTIP) of Qualcomm common stock on the Company's next quarterly grant date (February 20, May 20, Aug 20 or Nov 20) following the month of your start date, rounded up to the nearest whole share. The grant of these RSUs will be subject to all of the terms and conditions of the LTIP and a Grant Notice and Award Agreement approved by the Company's Compensation Committee with one-third of the RSU vesting after one year and semi-annual vesting thereafter until fully vested in three years.

Please be aware that the Company reserves the absolute right in its sole discretion to suspend, modify, cancel or terminate the LTIP at any time without compensation to you or any other of the participating employees. Your participation in the LTIP is entirely voluntary and the benefits that are afforded under the LTIP do not form an employment contract with the Company or its subsidiaries. The RSUs are not part of your salary or other remuneration for any purposes, including for purposes of computing payment during any applicable notice period, payment in lieu of notice, severance pay, other termination compensation or indemnity (if any) or any similar payments. You remain responsible for complying with any applicable legal requirements in connection with your participation in the LTIP and for any taxes arising as a result of the RSU grant, including without limitation, the vesting of your RSUs, the subsequent sale of your shares and the receipt of any dividends or dividend equivalents (regardless of any employer tax withholding and/or reporting obligations). Further, we recommend that you seek advice from your personal accountant or tax advisor at your own expense regarding the tax implications of any RSU grants that may be made to you.

This letter and any RSU grant made to you shall be governed under U.S. federal and California state law (but not including the choice of law rules thereof). The federal and/or state courts of the State of California, County of San Diego, shall have exclusive jurisdiction to adjudicate any dispute arising out of this letter or any RSU grant made to you. Please note that the Company can grant the RSUs to you, in its sole discretion, only if and as long as it is permitted and feasible under the laws of your country and the U.S. If local or U.S. laws make the grant of the RSUs illegal or impractical, the Company will inform you as soon as possible.

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You agree to execute any necessary or appropriate additional agreements, documents or instruments in connection with any RSU grant under the LTIP which is required in order to participate in any equity compensation plan offered by the Company.

Should you have any questions with respect to the content of this letter, please do not hesitate to contact Stock Administration at stockgrants@qualcomm.com.

Once again, congratulations on your offer to join the Qualcomm family!

Sincerely,

Qualcomm Incorporated

By: _____

Bill McClelland
VP, International Human Resources

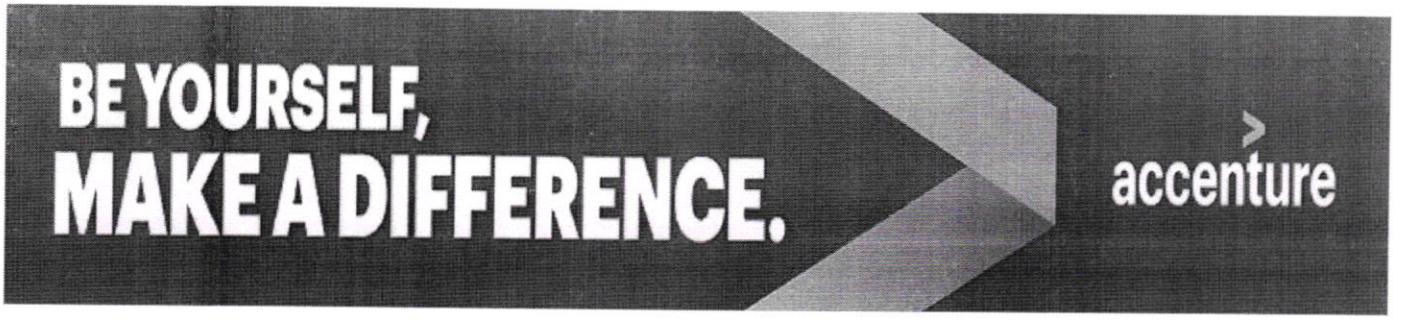
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CS



Strictly Private and Confidential

Name:- Akash Kumar
USN:- 4JC15CS008
Branch:- CSE

03-Apr-2019

Akash Kumar
H.No 9-587/281 Aland road Vijay nagar Gulbarga.
7795769210

Dear Akash,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

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

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Candidate's Signature _____

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- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the Offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This Offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

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02.02.2024 22:35

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:

Mohan Sekhar

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

[*Insert full legal name*]

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ANNEXURE - I

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Joining Bonus	
Joining Bonus (Refer to section C)	25,000

(D) Additional Benefits	
Gratuity as per law#	5,290
Insurance Premium (notional value)	3,776

Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000

(A) Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- **Joining Bonus**- of **INR 25,000** payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Candidate's Signature _____

Signature Not Verified

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- **Additional Bonus**- of **INR 25,000** payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the Authorities.

*As defined by applicable law from time to time.

- If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your career level as per company payroll cycle.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
    a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
    b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
        - 10% of such claims for self, spouse and 2 dependent children
        - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

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

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in t Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

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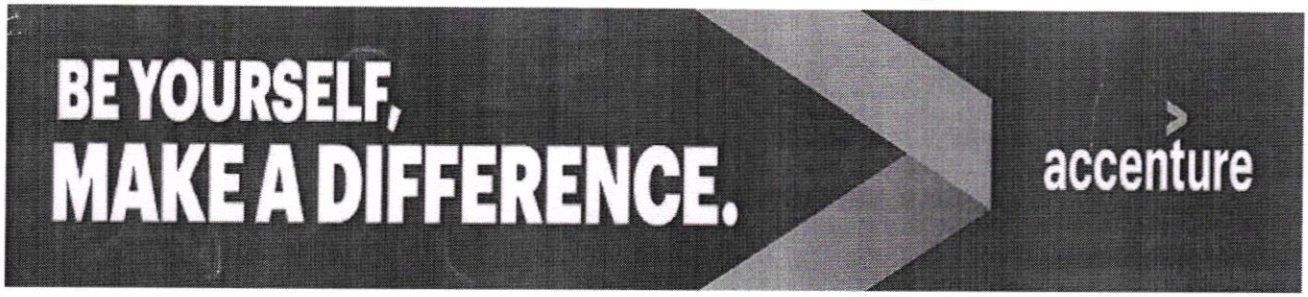
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ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

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Strictly Private and Confidential

03-Apr-2019

Akash Kumar
H.No 9-587/281 Aland road Vijay nagar Gulbarga.
7795769210

Dear Akash,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

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

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

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

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Reference Id: 628b5e6c-54c8-41b4-938f-62b7b7ed49e1
Signed By: Mohan Sekhar

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the Offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This Offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

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To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

Mohan Sekhar

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

ACKNOWLEDGED AND AGREED:

[*Insert full legal name*]

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पंजाब नैशनल बैंक
punjab national bank

एस.जे.सी.ई. कैम्पस, मैसूर (कर्नाटक) (3950)
S.J.C.E. Campus, MYSORE (Karnataka) - 570006

केवल तीन माह के लिए वैध
VALID FOR THREE MONTHS ONLY

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मांगे जाने पर ON DEMAND PAY PRINCIPAL SJCE MYSORE या उनके आदेश पर OR ORDER

रुपये RUPEES **Five Thousand only**

प्राप्त मूल्य के बदले अदा करें FOR VALUE RECEIVED ₹ **5,000.00**

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URJ 076057

शाखा क्रमांक Branch Serial No. 1104/2019

पंजाब नैशनल बैंक
punjab national bank

अदाकर्ता शाखा एवं वि०सं० Drawee Branch with D.No.
D.No. 0785 - FINANCE -
MYSORE VANI VILAS MARKET FINANCE

Purchaser: AKASH KUMAR
Draft is signed singly as it is for amount up to Rs. 50,000/- .
(NOT OVER Rs.5000/-)

Anita Gopinath
43248 (GBPA)

प्राधिकृत हस्ताक्षरकर्त्ता जी.बी.पी.ए.सं.
AUTHORISED SIGNATORY WITH GBPA No.

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LOGMEIN SYSTEMS INDIA PVT LTD
Prestige Khoday Tower, Raj Bhavan Road, Vasanthnagar, Bangalore – 560 001. Inida
CIN: U72900KA2016FTC093626 Telephone No.: +91 80 30110200

11 October 2018

Amogha Subramanya D A
#20, Beside Bisilu,Maramma Temple,
1st stage Telecom Layout,
Mysore 570009

Dear Amogha Subramanya,

Subject: Internship with LogMeIn Systems India Pvt Ltd

We are pleased to offer you internship with us as **Associate Software Engineering Intern** on the following terms and conditions:

You will be working at our office in Bangalore from 3rd January 2019 (for a period of 6 Months). The reporting address will be communicated to you via email.

You will be paid **INR 35,000/-** per month as part of the internship program.

During the tenure of your service with the Company, you are prohibited from undertaking any other employment whether on a full or part-time basis and from engaging in any trade or business or contract or avocation or honorary work anywhere, without the prior permission of the Company. Contravention of this condition will result in termination of your services with the Company without any notice.

Your internship is subject to signing a separate Non — disclosure agreement.

This offer of internship is issued to you with the understanding that all information furnished by you in your application is correct. If the information given by you while seeking internship with the Company is not found to be correct and or true and/or if it is found that you have knowingly suppressed any information, the Company will have the right, either to withdraw this offer before you join service or at any time thereafter, without any notice and or without payment of any compensation in lieu of notice to you.

On termination of services, you shall obtain no objection and no due certificates from all the departments within the company and return the properties of the company, until then dues if any to you shall be withheld. Properties include both movable and immovable.

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You will be governed by the Company's rules and regulations as in force from time to time with respect to all matters not covered by this letter. If the above terms and conditions are acceptable to you, please return to the undersigned duplicate copy of this letter duly signed by you within 3 working days of receiving it, and sign the non - disclosure agreement at the time of joining.

LogMeIn Systems India Pvt. Ltd.,

Bhavya P K
Senior Manager – Human Resources
Email – Bhavya.pk@logmein.com

DECLARATION OF THE EMPLOYEE

14/10/18
Amogha Subramanya D A
(Signature & Date)

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LOGMEIN SYSTEMS INDIA PVT LTD
Prestige Khoday Tower, Raj Bhavan Road, Vasanthnagar, Bangalore – 560 001. Inida
CIN: U72900KA2016FTC093626 Telephone No.: +91 80 30110200

17 October 2018

Amogha Subramanya D A
#20, Beside Bisilu,Maramma Temple,
1st stage Telecom Layout,
Mysore 570009

Subject: Employee – Appointment and Employment Agreement

Dear Amogha Subramanya D A,

Further to your interview and selection thereof, we have great pleasure in welcoming you to LogMeIn Systems India PVT LTD.

Your employment with the company will commence on **04 July 19** and you will report to Sivakumar Ekambaram, Director, Engineering, Development on such commencement date. You will have the designation of **Associate Software Engineer** from the date of commencement of your employment.

You will be subject to the detailed terms that are attached to this employment letter as Annexure A ("Terms of Employment"). You will also be governed by the rules and regulations of the Company that may be modified from time to time, at the discretion of the Company.

The details of your compensation, including the breakup of compensation are contained in the worksheet attached to this letter as Annexure B.

By executing the Data Protection Notice provided in Annexure C, you acknowledge that you have read, understand, and unequivocally and unconditionally consent to all collection, use, transfer, disclosure, retention and other processing of your personal information as described in this notice. If consent is withheld, it may interfere with the Company's ability to properly administer its relationship with you.

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Please sign and return a copy of this letter indicating your formal acceptance of the terms and conditions of employment offered herein. Kindly note that this letter stands withdrawn and cancelled in case we do not receive your formal acceptance on or before **24 October 18**

LOGMEIN SYSTEMS INDIA PVT LTD

Signature _____ **Signature** _____

Name: Bhavya P K **Name** Amogha Subramanya D A

Designation: Senior Manager-Human Resources **Date** 23rd October 2018 (23|10|18)

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ANNEXURE A

TERMS AND CONDITIONS OF EMPLOYMENT

1. Nature of Employment

(a) Upon commencement of your employment with the Company, you will be designated with the position of **Associate Software Engineer** of the Company.

(b) The Company has the sole discretion to modify the nature of your duties and designation as it may deem appropriate without assigning any reason and you will be expected to undertake all responsibilities that may be assigned to you by the Company at any time.

(c) You will report to such person as may be designated by the Company from time to time and shall be subject to supervision as per the policies and discretion of the Company.

(d) The nature of your employment will be "at will" and no fixed period of employment in the Company is applicable to you. However, you or the Company may terminate the employment as per the provisions contained herein.

(e) You are expected to apply the highest degree of professional and technical skills and experience, work diligently and exercise care in the use of office equipment and machinery. You will devote your whole time and attention to your duties to promote the interests of the Company and its parent/subsidiary/allies/group companies and you will apply the best degree of professional, technical and administrative skills and experience and work diligently.

2. Standard Conditions of Employment

(a) In addition to the Terms of Employment contained herein, you shall be subject to the standard conditions of employment of the Company.
These standard conditions of employment of the Company will be communicated to you from time to time or be accessible by you at the Human Resource office or on the Company's intranet.

(b) These conditions of Employment will relate to various matters relating to your working with the Company, including hours of work, holidays, code of conduct, confidentiality policy, dress code, provident fund, bonus and ESI / medical reimbursement, misconduct, indiscipline etc.

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02.02.2024 22:35

(c) The standard conditions of employment are deemed to include other policies of the Company that may be created, like the policies for prevention of harassment at the workplace, internet and network use, etc.

(d) These standard conditions of employment may be changed by the Company from time to time at the sole discretion of the Company and such changed conditions of Employment shall become applicable to you forthwith, upon receipt of notice of the same.

3. Probation

You will be on probation for a period of six (6) months from the DOJ the services of the LogMeIn **(Probation Period).** Confirmation and permanent placement with LogMeIn is contingent upon your successful completion of this Probationary Period. During the Probation Period, the Company shall have the right to terminate your services with two(2) weeks' advance notice or pay lieu thereof without assigning any reason whatsoever.

4. Representations

(a) You hereby represent that all the contents of your resume, testimonials, references, previous employment details and other information furnished by you are true and accurate.

(b) If any of the above particulars are found to be incorrect or misleading in any way, the Company shall have the right to terminate your employment forthwith, without the requirement of providing you any notice or compensation in lieu thereof.

5. Whole Time Employment

(a) You shall be a full-time employee of the Company and will devote your professional energies entirely towards the conduct of your duties under your employment with the Company.

(b) During your employment with the Company, you shall not simultaneous engage yourself in any other gainful or commercial activity (other than normally acceptable personal investment activity), business or professional activity, whether part-time or full-time, or directly or indirectly.

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6. **Compensation**

(a) In consideration for your employment with the Company, you shall be paid a yearly compensation as detailed in Annexure B.

(b) The compensation payable to you shall be entirely at the discretion of the Company. The Company makes no representation of any increase in compensation, either with regard to the quantum or duration of such increase in compensation.

(c) Your compensation is based on your qualifications, skill sets and overall experience. Therefore, the compensation payable to you by the Company is unique and personal and any comparison of the same with those of others will be of no relevance.

(d) Except to the extent prescribed by law, the breakup of compensation shall be entirely at the discretion of the Company but will be based on such factors as level of employment, tax efficiency, fairness and management convenience.

(e) Your terms of employment and compensation are strictly confidential and you shall not divulge the same to any other employee of the Company except where required by Company policy.

(f) The Company makes no representation that it shall at any time offer you shares in the Company or options underlying those shares. If and when the Company implements an employee stock option scheme, the Company may, at its discretion apply such scheme to you.

7. **Leave Benefits**

You will be eligible for the following leave benefits:

(a) **Vacation/Earned Leave** - You will be eligible for twenty two (22) days of vacation leave with pay, for every 12 months of continuous service. This will accumulate at the rate of one day for every twenty days' work performed. You shall apply in writing for the leave, no less than ten (10) days before the day of leave begins, except in the case of sick leave. Any absence without prior/adequate notice or extension of the leave period without prior/adequate notice, other than for sick leave, will be treated as unauthorized absence from duty and be considered as a breach of employment terms. Availing/setting off of accumulated leave against the notice period in case of resignation, will not be allowed. You would be paid at a rate equal to the daily average of total full time earnings of days worked in the month immediately preceding the leave.

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(b) **Sick Leave** – You are also entitled during the first twelve months of continuous service and during every subsequent twelve months of such service to paid sick leave for a period not exceeding twelve days; You must produce a sick certificate following two consecutive days of sick leave.
This will apply if the days fall over the weekend, therefore if you are absent from work through illness on Friday or Monday you must produce a sick certificate. Sick leave is authorized only for illness, doctor visits, paternity or care of family members. Un-availed Privilege/Sick leave for a 12 month period will lapse at the end of such year. The un-availed leave cannot be accumulated/carried over to the next calendar year nor can it be encashed.

(c) **Carry Forward Days** - You may carry forward up to 30 working days of holiday entitlement for a given holiday year to the subsequent holiday year (with any additional accrued, but untaken, holiday entitlement lapsing at the end of the holiday year), provided that such carried over holiday entitlement must be used by 30 April in the subsequent holiday year, failing which it shall lapse. You shall not be entitled to any payment in lieu of any holiday entitlement which lapses at any time. Any holiday entitlement, which has not been used in the holiday year, will be forfeited. Other than on the cessation of your employment, no payment will be made in respect of any untaken holiday entitlement accrued but not taken. Any holiday entitlement outstanding on leaving the Group is calculated up to the date you actually leave. If you have taken less holidays than this you will be paid in lieu. If you have taken more holiday than this, a pro-rated sum will be deducted from your last salary payment.

(d) **Maternity Benefit** – Woman employees are entitled to maternity leave of twenty six (26) consecutive weeks for delivery (birth) of a child, and not more than 8 weeks of such maternity leave shall be availed for, before the date of expected delivery. This leave will be with normal pay. Any maternity leave taken in excess of above limits will be without pay.

(e) The list of holidays that the Company will observe will be furnished to you in writing subsequent to you joining the employ of the Company. Please note that this will only be an indicative list and the Company reserves the right to alter or amend the list at its sole discretion without prior intimation to any employee in the Company.

(f) **General provisions on leave**

(i) An Employee shall apply in writing for the leave, no less than ten (10) days before the day of leave begins, except in the case of sick leave.

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(ii) Any absence without prior/adequate notice or extension of the leave period without prior/adequate notice, other than for sick leave, will be treated as unauthorized absence from duty and be considered as a breach of employment terms.

(iii) Availing/setting off of accumulated leave against the notice period in case of resignation, will not be allowed.

(iv) An employee would be paid at a rate equal to the daily average of total full time earnings of days worked in the month immediately preceding the leave.

8. Tax Liability

(a) The tax liability, if any, including income tax, arising on your compensation will be your personal liability and will be governed by the tax laws of the country wherein your services are provided. The Compensation mentioned in Annexure B is provided on a gross basis.

(b) The Company reserves the right to deduct tax at source from any component of your compensation and take such other actions as required by applicable law.

9. Safe Custody of Company Material

(a) You will be responsible for keeping safe and in good condition, all Company material entrusted to you, including, but not limited to cellular phones, laptop, car and other equipment ("Company Property").

(b) In the event of any damage or loss to the Company Property entrusted to you, you shall be liable for the same and the Company reserves the right to deduct the cost of such articles from your compensation or take such other action that it may deem appropriate.

10. Corrupt Practices

(a) During the period that you are employed by the Company, you shall not, either on behalf of the Company or in the pretext thereof, offer any Government Officer any consideration for the performance of any assessment or decision that may be favorable to the Company, other than the legally acceptable, official and Company approved consideration.

(b) A Government Officer includes any person working in or acting on behalf of any person working in any organization that is part of a government of any country or which is wholly or partially controlled by such government or which exercises any quasi-government function.

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(c) You may offer a gift to any Government Official on behalf of the Company provided it is approved by the Company or its policies and such gift is not sought to influence the decision of such Government Officer and is not otherwise prohibited by applicable laws.

(d) During the period that you are employed by the Company, you shall not, either while acting on behalf of the Company or in the pretext thereof, accept from any person or entity, any consideration for any assessment or decision may be favorable to that person or entity. Such consideration shall include any item or conduct that may be of value such as a gift, bride, payment, performance, favor, etc.

11. Special Requirements

(a) You acknowledge that in view of the Company's intention to conduct business and service customers all over the world, you shall conform to such additional practices as may be required by the Company.

(b) Such practices may include:

(i) A requirement to obtain end use statements from customers of products or services of the Company;
(ii) A prohibition on export of certain goods and services to certain countries or to parties who may be so notified by the company;
(iii) Special requirements prescribed by customers of the Company, including relating to standards for the protection of confidential information.

12. Transfer / Deputation

(a) Your initial posting will be in Bangalore, India. However, the Company reserves the right to transfer your services to any of its offices/sites/affiliated companies or divisions of the Company as it may deem necessary solely at the discretion of the Company and for such period of time that the Company deems appropriate.

(b) You may be deputed from time to time to work at a LogMeIn entity in USA or for any client at the client's site, whether in the USA or elsewhere. In case of deputation with LogMeIn entity, you shall be treated as having bound yourself to serve the LogMeIn Group entity for the deputation period and any stipulated period thereafter, and you will also be required to sign a nondisclosure/confidentiality agreement with the relevant LogMeIn Group entity.

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(c) The Company also reserves the right to transfer your services under substantially the same terms and conditions contained herein, to any successor-in–interest by virtue of any corporate restructuring, amalgamation, takeover or merger by or of the Company.

13. Termination

(a) If either you or the Company wish to terminate your employment, either party may do so provided a notice period of one (1) months or payment in lieu thereof shall be given to the other.

(b) You recognize that given your responsibility within the organization and the need for a transition should you wish to terminate your employment with the Company, the above period is necessary and reasonable.

(c) The Company shall be entitled to terminate your employment "for cause" forthwith, without notice or compensation in the event you:

(i) have been found guilty of any misconduct or indiscipline;
(ii) have violated any of the Terms of Employment or standard conditions of employment;
(iii) have been persistently unpunctual, or neglected your duties or performed your duties in a manner unacceptable to the Company;
(iv) become the subject of bankruptcy;
(v) are convicted for any offence under any law for the time being in force in any jurisdiction.
(vi) do not have the mental or physical capacity to carry out your official functions, responsibilities or duties.
(vii) commit any act detrimental to the interests of the Company.

14. Consequences of Termination

(a) You shall at the time of leaving the employment of the Company, deliver back to the Company any and all Company Property, devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, equipment, confidential information or any other documents or property, or reproductions of any of the aforementioned items provided to you pursuant to your employment with the Company or otherwise in the possession of the Company.

(b) You agree that you shall not copy, duplicate, recreate or record or otherwise keep in possession or deliver to anyone other than the Company, any of the aforementioned items.

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15. Confidentiality and Intellectual Property Protection

(a) You agree to keep confidential and not to disclose or to make use of, any information of the Company, including its clients, associates and business partners, that is by its nature confidential or which is communicated to you to be confidential.

(b) Any intellectual property developed by you during your employment with the Company, including any copyrights, designs, patents, layouts, mask works, etc shall be the exclusive property of the Company and you hereby assign all rights in relation to such intellectual property to the Company on a worldwide and perpetual basis and agree to do all such acts to perfect such assignment to the Company.

(c) In order to more effectively set out the detailed rights and obligations of the parties in relation to protection of confidential information and intellectual property, you shall execute the Company's Employee Intellectual Property and Confidentiality Protection Agreement and agree to be bound by its terms.

16. Non Solicitation / Non Compete

(a) You shall not directly or indirectly, or through any other party, solicit or offer employment to any persons who are employees of the Company or its affiliates for a period of one (1) year after the date of termination of your employment with the Company.

(b) You shall not, directly or indirectly, or through any third party, solicit business from, any customer of the Company for a period of one (1) year after the date of termination of your employment with the Company.

(c) You shall not, directly or indirectly, perform services or take up employment with any competitor of the Company for a period of one (1) year after the date of termination of your employment with the Company.

17. Dispute Resolution

(a) Except as provided herein, all disputes in relation to this Agreement shall be settled through arbitration in accordance with the Arbitration and Conciliation Act, 1996.

(b) The arbitration shall be conducted by a single arbitrator to be selected by you out of a list of three arbitrators provided by the Company.

(c) The arbitration proceedings shall take place at Bangalore, India and shall be conducted in English.

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(d) You acknowledge that damages will not be an adequate remedy in the event of breach of any of your obligations under this Agreement. You therefore agree that the Company shall be entitled (without limitation of any other rights or remedies otherwise available) to obtain injunctive or equitable relief from any court of competent jurisdiction.

18. Miscellaneous Provisions

(a) Change Of Address - You will promptly inform the Company in writing of any change in your residential address or contact details.

(b) Governing Law - This Agreement shall be governed by, and construed in accordance with the laws of India.

(c) Waiver - No inaction, act or omission by the Company shall be considered as a waiver by the Company of any of its rights herein unless specifically waived by the Company in writing.

(d) Invalid Provision – If any of the Terms of Employment are invalid under law, such provision shall be replaced by another provision which most nearly effectuates the same result as the impugned provision.

LOGMEIN SYSTEMS INDIA PVT LTD

Signature Bhavya

Name: Bhavya P K

Designation: Senior Manager-Human Resources

Signature Amogh

Name Amogha Subramanya D A

Date 23rd October 2018 (23/10/18)

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ANNEXURE B

Particulars	Annual-INR	Monthly-INR
Basic Salary (50% of base)	440,903	36,742
House Rent Allowance (40% of basic)	176,361	14,697
FBP:		
Leave Travel Allowance (1 month basic)	36,742	3,062
Health Club Reimbursement	60,000	5,000
FBP (Special allowance)	167,799	13,983
Total Base Salary	**881,805**	**73,484**
Employer Contribution to Provident Fund	52,908	4,409
Gratuity	21,197	1,766
Bonus (5% of the Base Salary)	44,090	
Total Cost to the Company	**1,000,000**	**83,333**

Retention Bonus:

Eligible for a Retention Bonus (Cash Award) of 300,000 spread over 2nd and 3rd years.

Below is the payment schedule

50% Pay Out (150,000) : Upon Successful completion of 2nd Year or the effective Payment date

50% Pay Out (150,000) : Upon Successful completion of 3rd Year or the effective Payment date

Bonus is paid on a half yearly basis based on the company performance.

REIMBURSEMENTS		
Broadband Reimbursement	36,000	Maximum up to INR 36,000 per annum (April to March), against the submission of bills.

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ANNEXURE C

DATA PROTECTION NOTICE

The purpose of this notice is to inform you about standards that the Company observes to protect your personal information. The Company respects individual privacy rights and interests. Accordingly, the Company has developed and adheres to an employee data protection policy (the **"Policy"**) when processing personal data. You may request a copy of this Policy by contacting Human resources. Please note that the Company is issuing this notice (and any related documents in furtherance of this notice) in order to comply with legal requirements prescribed by the Government of India to protect your personal information and we request your cooperation in compliance of the same. The Company has no intention of using any of your personal information or data in any manner prejudicial to your current position.

In addition to personal information obtained from you during the application or placement process, the Company will only collect your personal information where there is a legitimate purpose for doing so. The Company will only use, retain and otherwise process your personal information for the purposes of administering and managing its relationship with you, and administering and safeguarding its broader workforce and operations, including with respect to:

- administration of payroll, compensation and benefits, including stock administration (employees);
- management and human resources operations;
- appraisal, training and development (as applicable);
- facility, security, and health and safety management;
- recruitment of other LogMeIn India workers;
- identification;
- reimbursement of expenses (as applicable);
- administration of business travel and relocation (as applicable);
- worker investigations and discipline;
- internal auditing;
- compliance and risk management;
- communication;
- internal technical and operational support;
- legal proceedings and document subpoenas (if and when they arise); and
- compliance with local legal requirements.

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As you may be aware, the Company is a global organization. In order to efficiently and effectively administer and manage its operations, the Company may transfer your personal information amongst its divisions, business units, subsidiaries or affiliates, which may include a LogMeIn Group company located outside the country in which your personal information was collected and you agree and consent to the same. We will inform you of the name and address of any entity other than your employer that collects, receives or retains your information. All agencies who receive or process your information will be required to adhere to applicable privacy laws.

The Company will take appropriate technical, physical and organizational precautions to keep your personal information confidential and secure at all times, and will comply with applicable local privacy and data protection laws in this regard. The Company personnel will only have access to your personal information where there is a legitimate business need for such access only for the purposes identified herein and/or as mentioned in the Policy. You agree that such precautions and security measures taken by the Company to protect your information shall constitute reasonable security practices and procedures under applicable Indian privacy laws.

In addition, it may be necessary to disclose your personal information to select third parties (such as service providers) who the Company requires to affirm the data privacy and protection standards to which the Company is committed, to the Company's professional advisors (e.g., lawyers and accountants), in medical or security emergencies, where legally required (e.g., tax authorities or other government agencies), or where otherwise required by applicable local law.

In very limited circumstances, it may be necessary for the Company to directly or indirectly collect and subsequently use personal information which may be regarded as "sensitive," such as information regarding your racial or ethnic origin; political opinions; religious or philosophical beliefs; trade union membership; health (physical or physiological or mental) or medical condition; and/or sexuality and/or financial information such as bank account or credit card or debit card or other payment instrument details. The Company will only collect and use this information where strictly necessary to administer and manage its relationship with you. For example, the Company may collect information about your citizenship for the purposes of verifying work authorization as legally required and thereby indirectly collect information concerning your racial or ethnic origin.

Further, if the information is being collected, received or retained by any external agency, the name and address of such agency will be shared with you. All agencies who receive or process your information will be required to adhere to privacy laws in force in India. However, our obligations herein with regard to providing your information to external agencies will not apply to information shared with Government mandated under the law to obtain such information or by an order under law for the time being in force.

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If you do not wish to provide any information to us or if you wish to withdraw the same from the records of the Company, you have the option to do so by way of written notice to the Company. In such case, the Company has the right to terminate your employment with the Company.

If you so require, upon written request to the Company, you will be given an opportunity to review any personal information that you provided to the Company as well as to inform us as to any inaccuracy or deficiency in such information and in such event, the Company will correct such personal information.

Please note that if any information is freely available or accessible in the public domain, the Company will not have any obligations to you regarding the same.

If you have any questions or concerns regarding the Company's processing of your personal information, please contact Dena Upton, VP, Human Resources, or: Michael Donahue, Senior VP and General Counsel at 320 Summer Street, Boston, MA 02210 USA.

By signing below, you acknowledge that you have read, understand, and unequivocally and unconditionally consent to all collection, use, transfer, disclosure, retention and other processing of your personal information as described in this notice. If consent is withheld, it may interfere with the Company's ability to properly administer its relationship with you.

Amogh

SIGNATURE

Amogha Subramanya D A

NAME

23rd October 2018 (23|10|18)

DATE

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Western Digital

SanDisk India Device Design Centre Pvt. Ltd.
Survey No. 12/2, Kasavanahalli Village
Varthur Hobli, Sarjapur Outer Ring Road
Bangalore 560 103, India
Phone: +91 80 4242 2000
Telefax: +91 80 4242 2900
CIN: U72200KA2005PTC036961
www.sandisk.com

January 28, 2019

Dear **Amrutha VS**,

It is with great pleasure that we offer you the opportunity to join our team at SanDisk India Device Design Centre Private Limited (the "Company"), a subsidiary within the Western Digital Corporation worldwide group of companies. The purpose of this letter is to confirm the terms and conditions of our offer of employment to you. Upon you signing this document, it will serve as your employment agreement ("Agreement") with the Company.

1. General

1.1 You will begin employment with the Company in a full-time capacity on **July 8, 2019**.

1.2 Your title will be **Developer, Software Development (Sys)** and you will report to **Venkatapathi Raju Srirajavatchaval**, or any other manager whom the Company may designate from time to time. Your title may be changed by the Company in accordance with business needs.

1.3 In this position, you will devote all of your time, attention, and ability during normal business hours to the duties, responsibilities, and instructions reasonably assigned to you for the Company. These job duties and responsibilities may be altered by the Company from time to time in order to meet business needs.

1.4 Your place of work will be the Company's offices or at such other location in **Bangalore** as the Company shall reasonably require, whether on a temporary or permanent basis.

1.5 You may be required to travel domestically or internationally as needed at the discretion of the Company.

2. Probationary Period

2.1 The first six (6) months of your employment are probationary (the "**Probationary Period**"). During the Probationary Period, your performance will be monitored by the Company. Please note that your employment may be terminated at any time during the Probationary Period at the Company's discretion. If the Company terminates your employment, without cause, during the Probationary Period, the Company will provide you with thirty (30) days of advance notice or, in the Company's discretion, pay in lieu of notice in full satisfaction of all of your legal entitlements.

Should you successfully complete the Probationary Period, your employment will continue on an indefinite basis subject to the terms and conditions of this Agreement.

Additional place of business:
Sy No. 15/3 and 16/3, Sai Sparsh Hallmark
1st, 2nd & 3rd Floor, Marathalli-Sarjapur Outer Ring Road
Kadubeesanahalli, Varthur Hobli
Bangalore - 560 103, India
Phone: +91 80 4242 2005

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2.2 In the event of the termination of your employment during the Probationary Period, any expenses incurred by the Company for your training or payments made to you by the Company during the Probationary Period other than regular compensation for time worked must be repaid by you to the Company. Any such repayment must be made within ten (10) days of your last day of employment.

3. Compensation

3.1 Your starting Base salary is **INR 1250000 /- per year**. Salary components included in base salary will be paid on a monthly basis, less all applicable tax withholdings and statutory and other deductions.

3.2 The Company normally reviews salaries every year during our annual compensation review process. When reviewing salaries and other compensation elements, the Company will take into account whatever factors it considers appropriate, including but not limited to business conditions and your individual performance. Any changes to compensation are at the sole discretion of the Company.

3.3 You will be eligible to participate in the Western Digital Short Term Incentive plan ("**STI**") in accordance with all terms and conditions of the STI plan. Your initial target STI under the STI plan will be **10 %** of your eligible earnings. Payment of the STI is subject to the Company's corporate performance against financial and operational objectives and your individual performance for the performance period, and therefore you're actual STI award may differ from the target STI amount and may change from one performance period to the next. The fact that a STI is paid in one performance period is no guarantee that a STI will be paid in subsequent performance periods. In the future, your target STI will be confirmed during the annual compensation review process. The STI plan may be changed from time to time or discontinued at the discretion of the Company.

You must be actively employed with the Company at the time the STI is paid (not including any notice period) to be eligible to receive a STI payment, pro-rata or otherwise, subject to applicable law. Any period of notice or payment in lieu of notice that is given to you (or that ought to have been given to you) regarding your termination of employment will not count toward determining your payment eligibility under the STI plan.

3.4 Under Base salary section 3.1, you will receive the allowances specified in Appendix A to this Agreement. With the exception of the leave travel allowance, the allowances will be paid to you on a monthly basis. Although the Company will not require documentation of expenses for these allowances, it will be your responsibility to maintain appropriate records for tax purposes. Should you wish to avail tax benefits from any of the above payments, you will be required to provide the Company with proof of your expenditures.

3.5 The tax liability, if any, including income tax and professional tax, arising on your compensation will be your personal liability and will be governed by the tax laws of India or otherwise in the country wherein your services are provided.

3.6 You agree that any annual bonus linked with production/productivity or other compensation paid to you by the Company shall be in lieu of any bonus required to be paid to you under the statutory laws of India.

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4. Working Hours/Business Travel

4.1 The standard hours of work for the Company are 40 hours per week, Monday through Friday, with your daily schedule of work hours to be flexible within that time in order to meet the needs of the Company as they arise.

4.2 In addition, your duties may require you to engage in travel on behalf of the Company, and to work reasonable hours over and above the hours referenced in section 4.1 as needed due to business requirements. You expressly agree to accept such reasonable travel and hours of work without additional compensation.

5. Benefits

5.1 The Company will provide you with the social benefits mandated by applicable law (the "Mandated Social Benefits").

5.2 You will be eligible to participate in the Company's benefit plans as established from time to time, at such times as you qualify for them or as they are offered to you. Participation in any benefit plan is subject to the rules of the respective plan. The Company reserves the right to change benefits providers or amend or discontinue any benefit plan in its sole discretion and without compensation to you for any such change, amendment or discontinuance. You may obtain full information about the Company's benefit plans from Human Resources.

5.3 The Company will make an employer contribution of 12% of your current Basic Salary at the time of contribution to the Regional Provident Fund. This contribution will be calculated on your basic salary only and will exclude all other types of compensation.

6. Privilege Leave, Sick Leave, Casual Leave and Public Holidays

6.1 In each calendar year, you shall be entitled to fifteen (15) working days of privilege leave. Privilege leave is in addition to the public holidays detailed in section 6.6 and may be taken by you at your discretion, so long as it does not interfere with business need and is approved in advance by your manager.

6.2 Privilege leave shall be taken between 1st January and 31st December in the year after the privilege leave has been earned. You will earn a pro-rata privilege leave entitlement from your hire date until December 31 of the year in which you were hired. Unless otherwise permitted by the Company at its discretion or as otherwise permitted in accordance with applicable laws, you may carry forward your leave balance in each year to the next year, subject to a maximum of 40 working days.

6.3 You shall be entitled to twelve (12) days of sick leave per calendar year. You may be required to provide a medical certificate stating its probable duration before expiration of the third (3rd) calendar day after the beginning of your sickness. If your sickness exceeds the stated period, you may be required to provide a further medical certificate on a weekly basis thereafter. The Company reserves the right to require you to obtain such a certificate from a registered medical practitioner of its choice.

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You shall be entitled to six (6) working days of casual leave per calendar year. Casual leave may be taken at your discretion, so long as it does not interfere with business need and is approved in advance by your manager.

You must notify the Company immediately in writing of any incapacitation from work and its probable duration. Upon request by the Company, reasons for the incapacitation must be given to the Company by you.

You will enjoy statutory public holidays as recognized by the Company in conformance with the laws of the State of Karnataka.

Professional Expenses

The Company will reimburse you for reasonable and necessary business expenses incurred by you in furtherance of the Company's business, in accordance with the Company Travel Policy as amended from time to time, upon presentation of documentary evidence acceptable to the Company.

Non-Solicitation

You agree to at all times comply with the terms and conditions of the non-solicitation provision contained in the Employee Inventions and Confidentiality Agreement.

Duration of Employment and Termination

You or the Company may terminate your employment as follows:

(a) **Voluntary Termination**: You may terminate your employment at any time by giving the Company thirty (30) days' written notice (the "Resignation Notice Period"); however, it is understood and agreed that the Company shall be entitled to waive all or part of that notice and accept your resignation at any earlier effective date, in which event your employment will terminate on your last day of actual and active employment. In the event that the Company waives the Resignation Notice Period, you will be entitled to the lesser of (i) the amounts otherwise payable to you during the Resignation Notice Period or (ii) the minimum entitlements, if any, to termination pay, severance pay and benefits continuation as required by the applicable law.

(b) **Termination for Cause**: The Company may terminate your employment for Cause, at any time and without notice or pay in lieu of notice. "Cause" for this purpose includes where the Company has reasonable grounds to believe you are guilty of gross misconduct, gross negligence or are in material breach of one of the terms of your employment; cases of "serious misconduct" or gross neglect of duty, dishonesty or unprofessional conduct, disclosure of confidential information, breach of confidence, breach of intellectual property rights; where you act in a way which in the reasonable opinion of the Company, reflects poorly on yourself and/or the Company, whether or not such act is directly related to the affairs of the Company; or any other act or omission that would legally permit the Company to, without notice or payment in lieu of notice, terminate the employment of an employee. The failure of the Company to rely on this provision does not constitute a waiver of the provision.

The Company may also deduct from any payment due to you such sums as in its opinion may

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be equivalent to any loss it may have sustained as a result of your acts, subject to applicable law.

Termination of your employment under this sub-paragraph would be without prejudice to: (i) the Company's right to claim the actual damages it has suffered through this breach; and (ii) any other relief to which the Company may be entitled under contract, law or equity.

(c) Without Cause: After the successful completion of the Probationary Period, and in the absence of Cause, the Company may, at its sole discretion and for any reason whatsoever, terminate your employment by providing you with: (i) notice of termination (or by the Company by making a payment equivalent to thirty (30) days gross salary in lieu of notice) (note: The term "gross salary" means the total fixed compensation component payable to you as per the then applicable Appendix A to the Agreement)) and severance pay (if applicable) in accordance with the applicable law ; and (ii) any portion of your Basic Salary, accrued leave entitlement and/or leave travel allowance, if any, that shall have been earned prior to the date of termination but not yet paid or taken. No STI amounts will be payable during any period of notice of termination of employment, except as may be required by statute. Further, your rights and entitlements under any other applicable compensation or incentive plan or program shall terminate effective as of the date of termination.

The decision to provide actual notice, or pay in lieu, or any combination thereof, shall be in the sole discretion of the Company. The decision as to whether to provide pay in lieu of notice as a lump sum payment or otherwise is also in the sole discretion of the Company. All payments made under this paragraph will be subject to all required tax withholdings and statutory and other deductions.

Except as provided above, you will have no claim whatsoever against the Company or any associated or affiliated entity, or any of its or their officers, directors or employees for damages, wages, incentive or bonus pay, termination pay, severance pay, whether statutory or otherwise or pay in lieu of notice whether statutory or otherwise, arising out of your employment or the termination of your employment. This provision will continue to apply regardless of any change to your position in the future.

For the purposes of this section "date of termination" will be the date specified in the written notice of termination provided pursuant to this Section 9.1(c).

Your period of employment for the purpose of determining your entitlements under this agreement shall terminate on your last date of actual and active employment.

In the event of any inconsistency between Sections 9.1 and 9.2 of this Agreement and the language of any applicable STI, or other incentive plan or program, the provisions of applicable plan shall prevail.

In the event of termination of your employment, you shall return all Company property in your possession including all documents, papers, notes and other media of any description in your possession or under your control which relates in any way to the affairs of the Company or to property in which the Company may have an interest.

Following termination of your employment for any reason, you shall not hold yourself out, or represent, to any third party that you still have an employment relationship or any other relationship with the Company.

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6 The termination of your employment shall not affect the provisions of this Agreement and shall be without prejudice to any right or action already accrued to either party in respect of any breach of this Agreement by the other party.

7 You agree that in case of retrenchment, the principle of "last in first out" shall not be applicable. You further agree that if you are retrenched by the Company, the Company will not be required to offer you reemployment in any circumstance.

Deductions

.1 By executing this Agreement, you agree that if your employment with the Company should cease for any reason and you have received any overpayment of salary (including leave taken or paid in excess of your leave entitlements) or other benefit, such overpaid amounts will be deducted from any final pay owed to you and you hereby consent to such deduction to the extent permitted by law.

Data Protection

.1 During your employment, the Company may control and process your personal data (manually and electronically) for the purposes of the administration of this Agreement and the employment relationship, consistent with the legitimate business needs of the Company.

.2 The Company recognizes the importance of protecting personal data and the respect for privacy. For the purposes of data protection, you agree to execute the Company's Worker Data Protection Notice and Consent, and otherwise hereby expressly consent to the Company's processing, and where applicable, control of your personal data as follows:

- collecting and processing of your information as described in the Worker Data Protection Notice and Consent;
- processing your personal information including sensitive information (for example, health or medical condition, race or ethnic origin, etc.) when necessary; and
- transferring your personal information within the Company or to third parties including but not limited to the US, according to the Global Worker Data Policy.

.3 In accordance with the Global Worker Data Policy, the Company will ensure that such information will be fairly and lawfully processed for limited purposes, that it is adequate, relevant, accurate and not excessive. The Company will ensure your data is not kept longer than is necessary, is processed in accordance with your rights, will be kept secure, and not transferred abroad without adequate protection.

Miscellaneous

.1 There is no collective agreement that directly affects your employment.

.2 The provisions of this Agreement are severable, and if any one provision is found to be unenforceable in whole or in part, the remainder of the Agreement will remain valid and enforceable.

.3 You acknowledge and expressly represent that by executing this Agreement you agree to comply with all Company policies and procedures, as may be amended from time to time.

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You agree to sign and at all times abide by the Employee Inventions and Confidentiality Agreement and the Company's Global Code of Conduct ("**Code of Conduct**") and that you will provide written acknowledgments of the Code of Conduct annually or as requested by the Company.

This Agreement and the attached Employee Inventions and Confidentiality Agreement and the Code of Conduct constitute the complete understanding between yourself and the Company with respect to your employment, and no statement, representation, warranty or covenant has been made by you or the Company with respect to this Agreement except as expressly set forth in the Agreement. This Agreement shall not be altered, modified, amended or terminated unless agreed to in writing by both yourself and the Company.

You represent that all the contents of your application, resume, testimonials, references, previous employment details, and other information furnished by you are true, complete and accurate. If any of the above particulars are found to be incorrect, incomplete or misleading in any way, the Company shall have the right to terminate your employment forthwith, without the requirement of providing you any notice or compensation in lieu thereof.

You are informed that the Company shall have the right to conduct periodical background checks on you, including criminal background checks and reference checks, as permitted by applicable law, and your employment is subject to completion of background checks on you, including criminal background checks and reference checks, to the Company's satisfaction. The Company may utilize third parties to conduct any such background checks and you agree to the same.

You acknowledge that damages will not be an adequate remedy in the event of breach of any of your obligations under the Agreement. Therefore, you agree that the Company shall be entitled (without limitation of any other rights or remedies otherwise available) to obtain injunctive or equitable relief from any court of competent jurisdiction.

Governing Law and Jurisdiction

This Agreement shall be governed by and interpreted in accordance with the laws of the India. Except as provided herein, all disputes in relation to the Agreement shall be settled through arbitration in accordance with the Arbitration and Conciliation Act, 1996. The arbitration shall be conducted by a single arbitrator selected out of a list of three arbitrators provided by the Company. The arbitration proceedings shall take place at Bangalore and shall be conducted in English. Each party is responsible for its own expenses in the arbitration. The decision of the arbitrator shall be final and binding upon both parties.

Prior Agreement

This Agreement supersedes all previous agreements, contracts and arrangements (including the offer letter, if any) whether written, oral, or implied between the Company and yourself relating to your employment, all of which contracts, agreements and arrangements shall be deemed to have been terminated by mutual consent as from the date of commencement of your employment under this Agreement.

This offer of employment is conditioned upon:

i) Satisfactory results of an individual background check including references and

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SanDisk India Device Design Centre Pvt. Ltd.

verification of previous employment, education, criminal record, and other matters relating to your suitability for employment, as permitted by applicable law.

ii) Your execution of the Employee Invention and Confidentiality Agreement (EICA).

iii) Your written acknowledgment of the Western Digital Global Code of Conduct. In addition, the Company may require annual written acknowledgments thereafter.

Upon commencing employment with the Company, please furnish copies of the following:

i) Relieving letter from your present employer;
ii) Salary details of your current employment;
iii) Mark sheets and certificates of educational qualification;
iv) Four passport size color photographs;
v) Passport.

Drawn up in two originals, both parties acknowledging receipt of an original.

For and on behalf of SanDisk India Device Design Centre Private Limited

Surinder Bhagat
Senior Director– Human Resources

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Amrutha Varshini Sundar
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Western Digital.

SanDisk India Device Design Centre Pvt. Ltd.
Survey No. 143/7, Ambalipura Kasaba Village
Prestige Exora Business Park, Prestige Tech Park
Marathahalli-Sarjapur Outer Ring Road, Kadubeesanahalli
Varthur Hobli, Bengaluru 560 103, India
Phone: +91 80 4342 2000
Telefax: +91 80 4342 2900
CIN: U72200KA2005PTC036861
www.sandisk.com

January 28, 2019

Dear **Amrutha VS,**

It is with great pleasure that we offer you the opportunity to join our team at SanDisk India Device Design Centre Private Limited (the "Company"), a subsidiary within the Western Digital Corporation worldwide group of companies. The purpose of this letter is to confirm the terms and conditions of our offer of employment to you. Upon you signing this document, it will serve as your employment agreement ("Agreement") with the Company.

1. General

1.1 You will begin employment with the Company in a full-time capacity on **July 8, 2019.**

1.2 Your title will be **Developer, Software Development (Sys)** and you will report to **Venkatapathi Raju Srirajavatchavai,** or any other manager whom the Company may designate from time to time. Your title may be changed by the Company in accordance with business needs.

1.3 In this position, you will devote all of your time, attention, and ability during normal business hours to the duties, responsibilities, and instructions reasonably assigned to you by the Company. These job duties and responsibilities may be altered by the Company from time to time in order to meet business needs.

1.4 Your place of work will be the Company's offices or at such other location in **Bangalore** as the Company shall reasonably require, whether on a temporary or permanent basis.

1.5 You may be required to travel domestically or internationally as needed at the discretion of the Company.

2. Probationary Period

2.1 The first six (6) months of your employment are probationary (the "**Probationary Period**"). During the Probationary Period, your performance will be monitored by the Company. Please note that your employment may be terminated at any time during the Probationary Period at the Company's discretion. If the Company terminates your employment, without cause, during the Probationary Period, the Company will provide you with thirty (30) days of advance notice or, in the Company's discretion, pay in lieu of notice in full satisfaction of all of your legal entitlements.

Should you successfully complete the Probationary Period, your employment will continue on an indefinite basis subject to the terms and conditions of this Agreement.

Additional place of business:
Sy No 15/3 and 16/3, Salarpuria Hallmark
1st, 2nd & 3rd Floor, Marathalli-Sarjapur Outer Ring Road
Kaudbeesanahalli, Varthur Hobli
Bengaluru - 560 103, India
Phone +91-80-4342 2000

Branch office :
4th Floor, West Wing
EPIP Zone, Whitefield
New Delhi - 110 018, India
Phone No. +91-11-6654 3900

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6.3. You shall be entitled to twelve (12) days of sick leave per calendar year. You may be required to provide a medical certificate stating its probable duration before expiration of the third (3rd) calendar day after the beginning of your sickness. If your sickness exceeds the stated period, you may be required to provide a further medical certificate on a weekly basis thereafter. The Company reserves the right to request you to obtain such a certificate from a registered medical practitioner of its choice.

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Duration of Employment and Termination

You or the Company may terminate your employment as follows:

(a) **Voluntary Termination**: You may terminate your employment at any time by giving the Company thirty (30) days' written notice (the "Resignation Notice Period"); however, it is understood and agreed that the Company shall be entitled to waive all or part of that notice and accept your resignation at any earlier effective date, in which event your employment will terminate on your last day of actual and active employment. In the event that the Company waives the Resignation Notice Period, you will be entitled to the lesser of (i) the amounts otherwise payable to you during the Resignation Notice Period or (ii) the minimum entitlements, if any, to termination pay, severance pay and benefits continuation as required by the applicable law.

(b) **Termination for Cause**: The Company may terminate your employment for Cause, at any time and without notice or pay in lieu of notice. "Cause" for this purpose includes where the Company has reasonable grounds to believe you are guilty of gross misconduct, gross negligence or are in material breach of one of the terms of your employment; cases of "serious misconduct" or gross neglect of duty, dishonesty or unprofessional conduct, disclosure of confidential information, breach of confidence, breach of intellectual property rights; where you act in a way which in the reasonable opinion of the Company, reflects poorly on yourself and/or the Company, whether or not such act is directly related to the affairs of the Company; or any other act or omission that would legally permit the Company to, without notice or payment in lieu of notice, terminate the employment of an employee. The failure of the Company to rely on this provision does not constitute a waiver of the provision.

The Company may also deduct from any payment due to you such sums as in its opinion may

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be equivalent to any loss it may have sustained as a result of your acts, subject to applicable law.

Termination of your employment under this sub-paragraph would be without prejudice to: (i) the Company's right to claim the actual damages it has suffered through this breach; and (ii) any other relief to which the Company may be entitled under contract, law or equity.

(c) **Without Cause:** After the successful completion of the Probationary Period, and in the absence of Cause, the Company may, at its sole discretion and for any reason whatsoever, terminate your employment by providing you with: (i) notice of termination (or by the Company by making a payment equivalent to thirty (30) days gross salary in lieu of notice) (note: The term "gross salary" means the total fixed compensation component payable to you as per the then applicable Appendix A to the Agreement)) and severance pay (if applicable) in accordance with the applicable law ; and (ii) any portion of your Basic Salary, accrued leave entitlement and/or leave travel allowance, if any, that shall have been earned prior to the date of termination but not yet paid or taken. No STI amounts will be payable during any period of notice of termination of employment, except as may be required by statute. Further, your rights and entitlements under any other applicable compensation or incentive plan or program shall terminate effective as of the date of termination.

The decision to provide actual notice, or pay in lieu, or any combination thereof, shall be in the sole discretion of the Company. The decision as to whether to provide pay in lieu of notice as a lump sum payment or otherwise is also in the sole discretion of the Company. All payments made under this paragraph will be subject to all required tax withholdings and statutory and other deductions.

Except as provided above, you will have no claim whatsoever against the Company or any associated or affiliated entity, or any of its or their officers, directors or employees for damages, wages, incentive or bonus pay, termination pay, severance pay, whether statutory or otherwise or pay in lieu of notice whether statutory or otherwise, arising out of your employment or the termination of your employment. This provision will continue to apply regardless of any change to your position in the future.

For the purposes of this section "date of termination" will be the date specified in the written notice of termination provided pursuant to this Section 9.1(c).

Your period of employment for the purpose of determining your entitlements under this agreement shall terminate on your last date of actual and active employment.

In the event of any inconsistency between Sections 9.1 and 9.2 of this Agreement and the language of any applicable STI, or other incentive plan or program, the provisions of applicable plan shall prevail.

In the event of termination of your employment, you shall return all Company property in your possession including all documents, papers, notes and other media of any description in your possession or under your control which relates in any way to the affairs of the Company or to property in which the Company may have an interest.

Following termination of your employment for any reason, you shall not hold yourself out, or represent, to any third party that you still have an employment relationship or any other relationship with the Company.

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6 The termination of your employment shall not affect the provisions of this Agreement and shall be without prejudice to any right or action already accrued to either party in respect of any breach of this Agreement by the other party

7 You agree that in case of retrenchment, the principle of "last in first out" shall not be applicable. You further agree that if you are retrenched by the Company, the Company will not be required to offer you reemployment in any circumstance.

Deductions

.1 By executing this Agreement, you agree that if your employment with the Company should cease for any reason and you have received any overpayment of salary (including leave taken or paid in excess of your leave entitlements) or other benefit, such overpaid amounts will be deducted from any final pay owed to you and you hereby consent to such deduction to the extent permitted by law

Data Protection

.1 During your employment, the Company may control and process your personal data (manually and electronically) for the purposes of the administration of this Agreement and the employment relationship, consistent with the legitimate business needs of the Company.

.2 The Company recognizes the importance of protecting personal data and the respect for privacy. For the purposes of data protection, you agree to execute the Company's Worker Data Protection Notice and Consent, and otherwise hereby expressly consent to the Company's processing, and where applicable, control of your personal data as follows:

- collecting and processing of your information as described in the Worker Data Protection Notice and Consent;
- processing your personal information including sensitive information (for example, health or medical condition, race or ethnic origin, etc.) when necessary; and
- transferring your personal information within the Company or to third parties including but not limited to the US, according to the Global Worker Data Policy.

.3 In accordance with the Global Worker Data Policy, the Company will ensure that such information will be fairly and lawfully processed for limited purposes, that it is adequate, relevant, accurate and not excessive. The Company will ensure your data is not kept longer than is necessary, is processed in accordance with your rights, will be kept secure, and not transferred abroad without adequate protection.

Miscellaneous

.1 There is no collective agreement that directly affects your employment.

.2 The provisions of this Agreement are severable, and if any one provision is found to be unenforceable in whole or in part, the remainder of the Agreement will remain valid and enforceable.

.3 You acknowledge and expressly represent that by executing this Agreement you agree to comply with all Company policies and procedures, as may be amended from time to time.

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You agree to sign and at all times abide by the Employee Inventions and Confidentiality Agreement and the Company's Global Code of Conduct ("**Code of Conduct**") and that you will provide written acknowledgments of the Code of Conduct annually or as requested by the Company.

This Agreement and the attached Employee Inventions and Confidentiality Agreement and the Code of Conduct constitute the complete understanding between yourself and the Company with respect to your employment, and no statement, representation, warranty or covenant has been made by you or the Company with respect to this Agreement except as expressly set forth in the Agreement. This Agreement shall not be altered, modified, amended or terminated unless agreed to in writing by both yourself and the Company.

You represent that all the contents of your application, resume, testimonials, references, previous employment details, and other information furnished by you are true, complete and accurate. If any of the above particulars are found to be incorrect, incomplete or misleading in any way, the Company shall have the right to terminate your employment forthwith, without the requirement of providing you any notice or compensation in lieu thereof.

You are informed that the Company shall have the right to conduct periodical background checks on you, including criminal background checks and reference checks, as permitted by applicable law, and your employment is subject to completion of background checks on you, including criminal background checks and reference checks, to the Company's satisfaction. The Company may utilize third parties to conduct any such background checks and you agree to the same.

You acknowledge that damages will not be an adequate remedy in the event of breach of any of your obligations under the Agreement. Therefore, you agree that the Company shall be entitled (without limitation of any other rights or remedies otherwise available) to obtain injunctive or equitable relief from any court of competent jurisdiction.

Governing Law and Jurisdiction

This Agreement shall be governed by and interpreted in accordance with the laws of the India. Except as provided herein, all disputes in relation to the Agreement shall be settled through arbitration in accordance with the Arbitration and Conciliation Act, 1996. The arbitration shall be conducted by a single arbitrator selected out of a list of three arbitrators provided by the Company. The arbitration proceedings shall take place at Bangalore and shall be conducted in English. Each party is responsible for its own expenses in the arbitration. The decision of the arbitrator shall be final and binding upon both parties.

Prior Agreement

This Agreement supersedes all previous agreements, contracts and arrangements (including the offer letter, if any) whether written, oral, or implied between the Company and yourself relating to your employment, all of which contracts, agreements and arrangements shall be deemed to have been terminated by mutual consent as from the date of commencement of your employment under this Agreement.

This offer of employment is conditioned upon:

i) Satisfactory results of an individual background check including references and

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estern Digital®

SanDisk India Device Design Centre Pvt. Ltd.

verification of previous employment, education, criminal record, and other matters relating to your suitability for employment, as permitted by applicable law.

ii) Your execution of the Employee Invention and Confidentiality Agreement (EICA)

iii) Your written acknowledgment of the Western Digital Global Code of Conduct. In addition, the Company may require annual written acknowledgments thereafter.

Upon commencing employment with the Company, please furnish copies of the following:

i) Relieving letter from your present employer;
ii) Salary details of your current employment;
iii) Mark sheets and certificates of educational qualification;
iv) Four passport size color photographs;
v) Passport.

Drawn up in two originals, both parties acknowledging receipt of an original.

For and on behalf of SanDisk India Device Design Centre Private Limited

Surinder Bhagat
Senior Director– Human Resources

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Extreme Networks India Private Limited
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184 - 187, Anna Salai / Saidapet, Chennai - 600015, India
Phone: +91 44 3000 2200 / Fax: +91 44 3000 2317
www.extremenetworks.com

Extreme Networks India Private Limited

CONFIDENTIAL

Offer Letter

16th February, 2019

Ms. Apoorva Ramesh
Sri Nivasa, #5, Block No 9
Srirampura 2nd Stage
BEML Layout
Mysore, Karnataka – 570023

Dear Apoorva,

Extreme Networks India Private Limited ("Company"), a subsidiary of Extreme Networks Inc., San Jose, USA("Extreme"), is pleased to offer you a position with the Company as **Associate QA SW Engineer** reporting to **Chandrasekar Ramanathan, Director of QA Engineering** of the Company, effective 1st June 2019.

You will receive a total salary as shown in Annexure A, Section 5.1 of Rs. 820,000 per annum including Provident Fund and Gratuity made by the Company on your behalf from the date you commence employment with the company.

This letter, along with the other employment agreements that Extreme will provide to you for review during the hiring process, including but not limited to agreements relating to proprietary rights between you and Company, any employer handbooks, and the agreement setting out the terms and conditions of your employment between you and the Company, a draft of which is annexed at annexure "A", will represent the entire agreement between you and the Company, and will supersede any and all prior representations or agreements, whether written or oral. This offer is contingent upon you agreeing to all such terms and conditions. This letter may not be modified or amended except by a written agreement, signed by you and the Company.

We request that you confirm your acceptance of this offer on or before 18th February 2019 ("Acceptance Date"). This offer will expire upon the Acceptance Date.

As an employee of the Company, you will have access to certain Company confidential information and you may, during the course of your employment, develop certain information or inventions, which will become the property of the Company, or its parent or subsidiary companies, or that of its customers or partners. You will be required to sign the Company's Proprietary Information and Inventions Agreement as a condition of your employment. We wish to impress upon you that we do not want you to bring with you any confidential or proprietary material of any former employer, or to violate any other obligation to your former employers. Also, you represent that you are not subject to any restrictions that prevent you from working for the Company.

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Please sign this letter along with the Company's Proprietary Information and Inventions Agreement as a token of your acceptance of the terms and conditions of your employment. Your signature below will acknowledge that you have read, understood and agreed to the terms and conditions of this offer.

Please note that the terms and conditions of your employment, including all elements of your compensation package, are completely confidential and are not to be disclosed to or discussed with anybody except your legal counsel, without appropriate authorization of Company management.

We very much look forward to welcoming you to the Extreme Networks team, and we believe you will make a fantastic contribution to the Company. Congratulations and welcome to Extreme Networks India Private Limited.

For Extreme Networks India Private Limited.

K. Motiey

Katayoun Motiey
Director

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Annexure A

TERMS AND CONDITIONS

1. Date of Commencement

1.1 The first three months of your employment shall be considered a probationary period. Upon successful completion of this probationary period, you will be appointed as a regular employee of the Company. You will be deemed to be on probation till you receive the letter of confirmation in writing from the management.

1.2 Your employment with the Company will commence on **1st June 2019** and will continue until terminated in accordance with Section 13 below.

2. Title and Duties

2.1 You shall be employed as **Associate QA SW Engineer**

2.2 You will perform all acts, duties and obligations and comply with such orders as may be designated by the Company and which are reasonably consistent with your job title. The Company may require you to undertake the duties of another position, either in addition to or instead of the above duties, it being understood that you will not be required to perform duties which are not reasonably within your capabilities.

2.3 The Company may require you (as part of your duties of employment) to perform duties or services not only for the Company but also for any of its associated companies where such duties or services are of a similar status to or consistent with your position with the Company.

2.4 You agree that any of the changes which may occur pursuant to this Article 2 will not affect or change any other part of these Terms and Conditions, and will not constitute constructive dismissal.

3. Hours of Work

3.1 Your normal working hours will be from 8:30 a.m. to 5:30 p.m., Monday to Friday, with a one-hour break for lunch, between 12:00 and 1:00 p.m. However, the Company reserves the right to change your start and finish times and the days upon which you work.

3.2 You may also be required to work additional hours by way of overtime either as and when requested to do so by the Company or when the proper performance of your work so requires.

4. Place of Work

4.1 You will be notified of your place of work by the Company. However you may be required to work at any other premises, which the Company currently has or may later acquire in India.

4.2 You may also be required to travel within India and abroad for the performance of your duties.

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5. Remuneration, Expenses and Deductions

5.1 Your salary structure is as shown in the table below. The salary shall be subject to income tax deduction at source (TDS) as per taxation laws.

Annual Salary Structure In INR	
Basic Salary	369,000
Flexible Benefit Plan* (FBP)	388,980
Sum Part A	757,980
Provident Fund Contribution by Company**	44,280
Annual Gratuity Contribution	17,740
Sum Part B	62,020
Annual Salary (Cost to Company-CTC) (Sum of Part A + B)	**820,000**

- FBP comprises of Allowances such as House rent Allowance (HRA), Conveyance Allowance, Medical Allowance, Food Card Allowance, Leave Travel Allowance, Fuel Allowance, Driver Allowance, Telephone Allowance, Special Allowance. Employees can make choices of values under each of these allowances, from amount indicated under FBP. Post their choices, remaining amount, if any, from FBP shall automatically be moved to and paid as Special Allowance.

** **Company** shall deduct your contribution to Provident Fund **@12%** of basic pay and an equal amount shall be contributed by the company as per law.

In addition to Annual Salary you will be eligible for Medical Insurance, Group Personal Accident Insurance, Group Term Life Insurance, and Variable Bonus based on Company Policies.

5.2 You will be paid or reimbursed for any reasonable expenses properly incurred by you while performing your duties on behalf of the Company, subject to your producing receipts in respect of such expenses when requested by the Company, and subject to your compliance with the Company's rules and policies relating to expenses. The company shall reimburse your official calls made on mobile and land line telephone at home as per the policy.

5.3 As an employee of the Company, you will be eligible to participate in the Extreme Incentive Bonus Plan with a target of 7% of your eligible earnings (Sum Part A in Table under 5.1) received during the plan's performance period, less applicable taxes and withholdings. To be eligible for the Incentive Plan for the current half year, your first day of employment must be prior to [April 1st].Eligible earnings generally include regular and premium wages received for time worked, and paid time off including observed holidays and vacations. Eligible earnings generally do not include business reimbursements, allowances, accrued retirement or severance benefits, or payments made to you by third party insurers even when these payment types are available to you because of your employment with the Company. Your payout is subject to the achievement of specific corporate performance objectives and the eligibility requirements of the Extreme Incentive Bonus Plan, and may be adjusted based on your personal contributions and performance. You must be an active employee of the Company at the time of payout to participate in and receive the Incentive Bonus Plan payout. The terms and conditions of the then-current Extreme Incentive Bonus Plan control any calculation and payout, and Company reserves the right to amend or terminate the Extreme Incentive Bonus Plan and/or any component of the Extreme Incentive Bonus Plan at any time and for any reason, without advance notice to any employee.

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6. Holidays

6.1 Your holiday entitlement is subject to the Company's terms and conditions of employment, from time to time, contained in the Company's Employee Handbook. You are entitled to 30 working days' paid holiday in each complete calendar year. No paid holiday time will accrue during periods of leave of absence, except as and where required by applicable employment standards statute. Your unused paid holidays; including those remaining after each calendar year shall be subject to the Company's policy, as modified from time to time, and in accordance with the laws of India.

6.2 You must obtain the prior approval of your manager before booking holiday dates. Not more than two weeks may be taken at any one time, save at the manager's discretion.

7. Sickness

You must inform the Company by no later than 10:00 a.m. if you are absent from work by reason of sickness or injury. If you are absent for one working day or more, you must provide a medical certificate or other evidence acceptable to the Company.

8. Benefits

8.1 You are entitled to medical benefits under the Company's policy subject to its terms and conditions from time to time, when available.

8.2 You are entitled to life insurance under the Company's policy subject to its terms and conditions from time to time, when available.

8.3 You will be enrolled in the Company's Provident Fund scheme subject to its terms and conditions from time to time, when available.

8.4 Details of the scheme(s) referred to sub - sections 8.1, 8.2, and 8.3 above can be obtained from the Company's HR Department. The Company reserves the right to terminate or substitute other scheme(s) for such scheme(s) or amend the scale of benefits of such scheme(s) including the level of benefits. If any scheme provider (including but not limited to any insurance company) refuses for any reason (whether based on its own interpretation of the terms of the insurance policy or otherwise) to provide any benefits to you, the Company shall not be liable to provide any such benefits itself or any compensation in lieu thereof.

9. Company's Employee Handbook

9.1 The provisions of the Company's Employee Handbook (as amended from time to time) shall govern your employment except so far as they are inconsistent with the terms of this letter. You will be given a copy of the Company's Employee Handbook when available.

10. Company Policies

10.1 The Company is an equal opportunity employer and does not permit discrimination or harassment on the ground of sex, pregnancy, marital or family status or disability.

10.2 The Company complies with its statutory obligations regarding the personal data of its employees.

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11. Confidential Information

11.1 You agree to be bound by the Company's Proprietary Information and Inventions Agreement.

12. Exclusivity of Service

12.1 You are required to devote your full time, attention and abilities to your job duties during working hours, and to act in the best interests of the Company and its associated companies at all times during the course of your employment with the Company.

12.2 You must not, during the course of employment with the Company, without the written consent of the Company, in any way directly or indirectly (i) be engaged or employed in, or (ii) concerned with (in any capacity whatsoever) or (iii) provide services to, any other business or organisation.

12.3 During the term of employment and for a period of one (1) year immediately following the expiration or earlier termination of employment, you agree not to interfere with the business of Company in any manner. By way of example and not of limitation, you agree not to solicit, induce, hire or encourage or cause others to solicit, induce, hire or encourage any employee or independent contractor of Company, to terminate or breach an employment, contractual or other relationship with Company.

13. Termination of Employment

13.1 During probationary period or after completion of your probationary period or if no probationary period applies, either party may terminate your employment on not less than 2 (two) month's written notice or payment of salary in lieu thereof. For this purpose, salary shall mean Cost to Company (CTC). These provisions are subject to paragraphs 13.2 and 13.3. Your resignation will become effective and final notwithstanding the fact that the communication of acceptance does not reach you. However, in case any disciplinary proceedings are either contemplated or pending against you, the management will have the right not to accept your resignation.

13.2 The Company reserves the right to require you not to attend work and/or not to undertake all or any of your duties of employment during any period of notice (whether given by you or the Company), provided always that the Company shall continue to pay your salary and contractual benefits for the duration of this agreement. You agree that your obligations under section 11 and of good faith, loyalty and fidelity shall remain in force for the duration of this agreement notwithstanding any period of garden leave.

13.3 On termination of your employment, you must immediately return to the Company in accordance with its instructions all equipment, correspondence, records, specifications, software, disks, models, notes, reports and other documents and any copies thereof and any other property belonging to the Company or its associated companies (including but not limited to the Company car, keys, credit cards, equipment and passes) which are in your possession or under your control. You must, if so required by the Company, confirm in writing that you have complied with your obligations under this section 13.3.

14. Warranty and Undertaking

You represent and warrant that you are not subject to any agreement, arrangement, contract, understanding, court order or otherwise, which in any way directly or indirectly restricts or prohibits you from fully performing the duties of your employment, or any of them, in accordance with the terms and conditions of this letter.

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CN=SOKKALINGAM ARUMUGAM DHANARAJ, SERIALNUMBER=09c71c743050d3f0bf7df6ea45d76c824ff43c67a40806f6f414a0957ae, S=Karnataka, PostalCode=570006, Phone=6c62dc6a9764c1a626e2d1dd89ff89c15c36e9252e3ca1b465469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND TECHNOLOGY UNIVERSITY, C=IN
02.02.2024 22:35

Extreme
Customer-Driven Networking

Extreme Networks India Private Limited
(U72100TN2004PTC054682)
Temple Steps, (4th, 7th & 8th Floor),
184 - 187, Anna Salai / Saidapet, Chennai - 600015. India
Phone: +91 44 3000 2200 / Fax: +91 44 3000 2317
www.extremenetworks.com

15. Definitions

15.1 For the purpose of this Letter, the following words and expressions shall have the meanings set out below:

15.2 "Company" shall include the successors in title and assigns of the Company and its associated companies.

15.3 "India" means the Republic of India.

16. Miscellaneous

16.1 The various provisions and sub-provisions of this letter are severable and if any provision or sub-provision or identifiable part thereof is held to be invalid or unenforceable by any court of competent jurisdiction then such invalidity or unenforceability will not affect the validity or enforceability of the remaining provisions or sub-provisions or identifiable parts thereof in this letter.

16.2 It is understood that this employment is being offered to you on the basis of the particulars submitted by you in your application for employment. However, if at any time it should emerge that the particulars furnished by you are false/incorrect or if any material or relevant information has been suppressed or concealed this appointment will be considered ineffective and irregular and would be liable to be terminated by the management forthwith without notice. This will be without prejudice to the right of the management to take disciplinary action against you for the same.

16.3 This letter is governed by and construed in accordance with laws of India, and you and the Company submit to the non-exclusive jurisdiction of the courts at Chennai, whether they be civil courts, labour courts, Industrial Tribunals or any other courts or authority of whatsoever nature.

16.4 Section headings are inserted for convenience only and will not affect the construction of this letter.

17. Notices. Any notices required or permitted hereunder shall be given to the appropriate party at the address specified above or at such other address as the party shall specify in writing, or by facsimile. Such notice shall be deemed given upon personal delivery to the appropriate address or if send by certified or registered mail, three (3) days after the date of mailing. Such notice shall be given upon generation of a facsimile transmission confirmation receipt if sent by facsimile.

Please will you sign both copies of this letter and return the top copy to me?

Yours sincerely

K Motiey

Katayoun Motiey
Director

I agree with the terms and conditions of my employment with the Company as set out or referred to above.

Signed Apoorva Dated 18/02/2019

Apoorva Ramesh

Signature Not Verified
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CN=SOKKALINGAM ARUMUGAM DHANARAJ, SERIALNUMBER=09c71c743f050d3f8f7df6ea45d76c82d43c67a40809fdf41a20957ae, S=Karnataka, PostalCode=570006, Phone=6c62dc6a97e4c1a626e9d1dd89ff89c15c36e9252e3ca1b465469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND TECHNOLOGY UNIVERSITY, C=IN
02.02.2024 22:35

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Phone: +91 44 3000 2200 / Fax: +91 44 3000 2317
www.extremenetworks.com

Annexure B

Documents needed to be brought on the date of joining

1. Last revised compensation / offer letter of the previous company showing the break-up of the compensation and a photocopy of the same
2. Relieving and Experience letter(s) of all previous companies and one set of photocopies
3. Passport and one photocopy of the same
4. Form 16 of the previous company / Income and TDS statement from the previous company / Pay slips of the last company for all the months in the current financial year plus one set of photocopies
5. Three passport size photographs for Bank forms, Employee file and ID card
6. Degree certificate, Post-graduation certificate and any other certificate plus one set of photocopies
7. Latest resume as on the date of joining ENI

Note: Originals shall be returned the same day, after verification
Photocopies shall be retained for employee file

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

Signature Not Verified

SOKKALINGAM ARUMUGAM DHANARAJ
CN=SOKKALINGAM ARUMUGAM DHANARAJ, SERIALNUMBER=09c71c743050d3f0bf7df6ea45d76c824ff43c67a40806fdfd1f20957ae,S=Karnataka, PostalCode=570006, Phone=6c62dc6a976e4c1a626987d89ff89c15c36e9252e3ca1b465469e388b865809, OU=REGISTRAR, O=JSS SCIENCE AND TECHNOLOGY UNIVERSITY, C=IN
02.02.2024 22:35

CS

Apoorva R
4JC15CS012
CSE

L&T Technology Services

Ref: LTTS/HR/ET/2019/ 225

Date: 16.08.18

Name: APOORVA R

Issued By	: JASON SS
Signature	: Jason
Date	: 16.08.18

Offer Of Intent

Dear Apoorva,

Greeting from L&T Technology Services Ltd.!

We are pleased to make you this offer of intent for the position of **Associate Engineer.** We trust that this opportunity finds you mutually excited about your new employment with L&T Technology Services (hereinafter referred as "Company"). We reiterate that you have made the right decision and we are certain that you will have a great career with us!

Upon your acceptance of this Offer of Intent and subject to you meeting all the applicable requirements under this Offer of Intent, we shall share a detailed Appointment Letter, which will outline the specific employment terms and conditions. Please note this Offer of Intent is not an offer or offer of employment or a legally binding contract of employment.

The content of this Offer of Intent are strictly between you and the Company. Please treat this Offer of Intent and the contents here as personal and confidential.

This Offer of Intent is valid subject to you

- Having secured more than 60% in SSC / X and HSC / XII std (10th and 12th).
- Having secured 60% aggregate in Engineering Graduation
- Passing the final year examination of Graduation in the first attempt.
- Found medically fit by the Company authorized doctors.
- Submitting a Service Agreement, agreeing to serve the company for a period of 2 years from the date of commencement of training.
- Submitting all necessary documents at the time of joining
- No drop in any semester/ year throughout the course

If any information provided by you during the selection process is found to be incorrect and / or false, the Company reserves the right to revoke this Offer of Intent without any notice.
This Offer of Intent is also contingent upon us working together to determine an appropriate start date for your employment. The training is for a period of one year comprising of class-room / on the job training. The date of commencement of training and venue for reporting will be intimated to you at a later date.

You will be continuously assessed during your training. If you do not complete the class room / on the job training to our satisfaction, your appointment automatically stand cancelled.

During the period of training, your stipend will be INR 4,00,012/- per annum

On successful completion of training, you can be posted / transferred to any of our SEZ / STPI sites across India. Your employment will be governed by the rules, regulations and policies of the company.

JSS SCIENCE AND TECHNOLOGY UNIVERSITY

Signature Not Verified

SOKKALINGAM ARUMUGAM DHANARAJ
CN=SOKKALINGAM ARUMUGAM DHANARAJ, SERIALNUMBER=09c71c743050d3f0bf7df6ea45d76c824ff43c57a40809fdf41420957ae,S=Karnataka, PostalCode=570006, Phone=6c62dc6a976e4c1a626e9f71dd89ff89c15c36e9252e3ca1b465469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND TECHNOLOGY UNIVERSITY, C=IN
02.02.2024 22:35

L&T Technology Services

Ref:LTTS/HR/ET/2019/ 225

Date: 16.08.18

Issued By	: JASON S.S
Signature	: Jason
Date	: 16.08.18

If the above stated terms are acceptable to you, kindly sign and return the duplicate copy of this Offer of Intent within ten (10) days from the date of issue. If we do not receive your acceptance within the stipulated time frame , this Offer of Intent will be deemed to have been rejected by you.

All communications / notices should be addressed to:

Human Resource Dept – Talent Acquisition (Campus Hiring)
L&T - Technology Services, SEZ Unit II,
Hazel-Block L3, Ground Floor, Manyata Embassy Business Park,
Nagawara, Bangalore 560045

Congratulations on your selection to be part of L&T Technology Services Ltd.!!!

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

Yours truly,
For L&T Technology Services Limited

Krishnakumar Nair
Head – Talent Acquisition

Acceptance by applicant below

I have read this Offer of Intent and accept the same

Name: APOORVA.R

College: Sri Jayachamarajendra College Of Engineering

Signature Apoorva

Date: 20/8/18

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

Signature Not Verified

SOKKALINGAM ARUMUGAM DHANARAJ
CN=SOKKALINGAM ARUMUGAM DHANARAJ, SERIALNUMBER=09c71c743d0503...d3f0bf7df6ea45d76c824ff43c67a40809fdf414209 57ae, S=Karnataka, PostalCode=570006, Phone=6c62dc6a97e4c1a626e9...1dd89ff89c15c36e9252e3ca1b465469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND TECHNOLOGY UNIVERSITY, C=IN

02.02.2024 22:35

L&T Technology Services

Ref:LTTS/HR/ET/2019/ Date:

ANNEXURE

Name	:	**Designation**	: **Associate Engineer(Trainee)**
Grade	: **LTTS-2**		

Salary Components	MONTHLY (INR)	ANNUAL (INR)
Basic Salary	11,000	1,32,000
Flexible Benefit Plan (FBP)	20,015	2,40,180
Allowances & Reimbursements under FBP - House Rent Allowance - Meal Card - Education Allowance - Mobile Expense Reimbursement - Leave Travel Assistance (LTA) - FBP Balance	Eligibility under each of these components is mentioned in the attached FBP	
GROSS MONTHLY==>	31,015	3,72,180
Provident Fund (@ 12% of basic salary)	1,320	15,840
TOTAL FIXED COMPENSATION==>		3,88,020
Bonus	1000	12,000
TOTAL COMPENSATION==>		**4,00,020**

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

Signature Not Verified

SOKKALINGAM ARUMUGAM DHANARAJ
CN=SOKKALINGAM ARUMUGAM DHANARAJ, SERIALNUMBER=09c71c74300503...d9f0bf7df6ea45d76c824ff43c67a40809fdfd1420957ae, ST=Karnataka, PostalCode=570006, Phone=6c62dc6a97e4c1a62...1dd89ff89c15c36e9252e3ca1b465469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND TECHNOLOGY UNIVERSITY, C=IN
02.02.2024 22:35

L&T Technology Services

Ref: LTTS/HR/ET/2019/225

Date: 16.08.18

Name: APOORVA R

Issued By	: JASON S.S
Signature	: Jason
Date	: 16.08.18

Offer Of Intent

Dear Apoorva,

Greeting from L&T Technology Services Ltd.!

We are pleased to make you this offer of intent for the position of **Associate Engineer.** We trust that this opportunity finds you mutually excited about your new employment with L&T Technology Services (hereinafter referred as "Company"). We reiterate that you have made the right decision and we are certain that you will have a great career with us!

Upon your acceptance of this Offer of Intent and subject to you meeting all the applicable requirements under this Offer of Intent, we shall share a detailed Appointment Letter, which will outline the specific employment terms and conditions. Please note this Offer of Intent is not an offer or offer of employment or a legally binding contract of employment.

The content of this Offer of Intent are strictly between you and the Company. Please treat this Offer of Intent and the contents here as personal and confidential.

This Offer of Intent is valid subject to you

- Having secured more than 60% in SSC / X and HSC / XII std (10th and 12th).
- Having secured 60% aggregate in Engineering Graduation
- Passing the final year examination of Graduation in the first attempt.
- Found medically fit by the Company authorized doctors.
- Submitting a Service Agreement, agreeing to serve the company for a period of 2 years from the date of commencement of training.
- Submitting all necessary documents at the time of joining
- No drop in any semester/ year throughout the course

If any information provided by you during the selection process is found to be incorrect and / or false, the Company reserves the right to revoke this Offer of Intent without any notice.
This Offer of Intent is also contingent upon us working together to determine an appropriate start date for your employment. The training is for a period of one year comprising of class-room / on the job training. The date of commencement of training and venue for reporting will be intimated to you at a later date.

You will be continuously assessed during your training. If you do not complete the class room / on the job training to our satisfaction, your appointment automatically stand cancelled.

During the period of training, your stipend will be INR 4,00,012/- per annum

On successful completion of training, you can be posted / transferred to any of our SEZ / STPI sites across India. Your employment will be governed by the rules, regulations and policies of the company.

Signature Not Verified
SOKKALINGAM ARUNMOZHI CHANAKY
02.02.2024 22:35
TECHNOLOGY UNIVERSITY, C=IN
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L&T Technology Services

Ref:LTTS/HR/ET/2019/225

Date: 16.08.18

Issued By	: JASON S.S
Signature	: Jason
Date	: 16.08.18

If the above stated terms are acceptable to you, kindly sign and return the duplicate copy of this Offer of Intent within ten (10) days from the date of issue. If we do not receive your acceptance within the stipulated time frame , this Offer of Intent will be deemed to have been rejected by you.

All communications / notices should be addressed to:

Human Resource Dept – Talent Acquisition (Campus Hiring)
L&T - Technology Services, SEZ Unit II,
Hazel-Block L3, Ground Floor, Manyata Embassy Business Park,
Nagawara, Bangalore 560045

Congratulations on your selection to be part of L&T Technology Services Ltd !!!

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

Yours truly,
For L&T Technology Services Limited

Krishnakumar Nair
Head – Talent Acquisition

Acceptance by applicant below

I have read this Offer of Intent and accept the same

Name:

College:

Signature

Date:

Signature Not Verified
SOKKALINGAM ARUMUGAM DHANARAJ
CN=SOKKALINGAM ARUMUGAM DHANARAJ, SERIALNUMBER=09c71c7430050...d3f0bf7df6ea45d76c824ff43c57a40f09f6f414209 57ae, S=Karnataka, PostalCode=570006, Phone=6c62dc6a97e4c1a626...1dd89ff89c15c36e9252e3ca1b465469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND TECHNOLOGY UNIVERSITY, C=IN
02.02.2024 22:35

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

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L&T Technology Services

Ref:LTTS/HR/ET/2019/ Date:

ANNEXURE

Name	:	**Designation**	: Associate Engineer(Trainee)
Grade	: LTTS-2		

Salary Components	MONTHLY (INR)	ANNUAL (INR)
Basic Salary	11,000	1,32,000
Flexible Benefit Plan (FBP)	20,015	2,40,180
Allowances & Reimbursements under FBP - House Rent Allowance - Meal Card - Education Allowance - Mobile Expense Reimbursement - Leave Travel Assistance (LTA) - FBP Balance	Eligibility under each of these components is mentioned in the attached FBP	
GROSS MONTHLY==>	31,015	3,72,180
Provident Fund (@ 12% of basic salary)	1,320	15,840
TOTAL FIXED COMPENSATION==>		3,88,020
Bonus	1000	12,000
TOTAL COMPENSATION==>		4,00,020

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JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

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L&T Technology Services

Ref:LTTS/HR/ET/2019/225

Date: 16.08.18

Issued By	: JASON S.S
Signature	: Jason
Date	: 16.08.18

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Congratulations on your selection to be part of L&T Technology Services Ltd.!!!

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

Yours truly,
For L&T Technology Services Limited

Krishnakumar Nair
Head – Talent Acquisition

Acceptance by applicant below

I have read this Offer of Intent and accept the same

Name: APOORVA-R

College: Sri Jayachamarajendra College Of Engineering

Signature Apoorva

Date: 20/8/18

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02.02.2024 22:35

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Strictly Private and Confidential

19-Mar-2019

Aprameya Govindacharya Pujari
#280, KRUSHNA , jewargi colonyGulbarga
7026196316

Dear Aprameya,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

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

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

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

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

Signature Not Verified
SOKKALINGAM ARUMUGAM DHANARAJ
CN=SOKKALINGAM ARUMUGAM DHANARAJ, SERIALNUMBER=09c71c7430050...d3f0bf7df6ea45d76c824ff43c67a40809fdf41420957ae, S=Karnataka, PostalCode=570006, Phone=6c62dc6a97e4c1a626...1dd89ff89c15c36e9252e3ca1b65469e388d65809, CN=REGISTRAR, O=JSS SCIENCE AND TECHNOLOGY UNIVERSITY, C=IN
02.02.2024 22:35

Reference Id: de90801f-24df-417e-b249-c1bb4f4d66c1
Signed By: Mohan Sekhar

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the Offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This Offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

Signature Not Verified
SOKKALINGAM ARUMUGAM DHANARAJ
CN=SOKKALINGAM ARUMUGAM DHANARAJ, SERIALNUMBER=09c71c743005049...d3f0bf7df6ea45d76c824ff43c67a40809fdf41420957ae..., ST=Karnataka, PostalCode=570006, Phone=6c62dc6a97e4c1a62...1dd89ff89c15c36e9252e3ca1b465469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND TECHNOLOGY UNIVERSITY, C=IN
02.02.2024 22:35

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

Mohan Sekhar

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

ACKNOWLEDGED AND AGREED:

[*Insert full legal name*]

Signature Not Verified
SOKKALINGAM ARUMUGAM DHANARAJ
CN=SOKKALINGAM ARUMUGAM DHANARAJ, SERIALNUMBER=09c71c7430050...d3f0bf7df6ea45d76c824ff43c67a40809f6f41420957ae, S=Karnataka, PostalCode=570006, Phone=6c62dc6a97e4c1a626...9f71dd89ff89c15c36e9252e3ca1b465469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND TECHNOLOGY UNIVERSITY, C=IN
02.02.2024 22:35

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Strictly Private and Confidential

Aprameya
CSE
4JC15CS013

19-Mar-2019

Aprameya Govindacharya Pujari
#280, KRUSHNA , jewargi colonyGulbarga
7026196316

Dear Aprameya,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

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

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

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

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

Candidate's Signature _____

Signature Not Verified
SOKKALINGAM ARUMUGAM DHANARAJ
CN=SOKKALINGAM ARUMUGAM DHANARAJ, SERIALNUMBER=09c71c7430050f03f0bf7df6ea45d76c824ff43c67a40809fdf41420957ae, S=Karnataka, PostalCode=570006, Phone=6c62d6a976c1a626e9f1dd89ff89c15c36e9252e3ca1b465469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND TECHNOLOGY UNIVERSITY, C=IN
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- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the Offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This Offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

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02.02.2024 22:35

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

Mohan Sekhar

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

ACKNOWLEDGED AND AGREED:

[*Insert full legal name*]

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

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02.02.2024 22:35

Offer: Computer Consultancy
Ref: TCSL/CT20182562211/Bangalore
Date: 24/09/2018

Mr. Aprameya
Sjce Boys HostelSjce,
Sjce,
Mysuru-570006,
Karnataka.
Tel# 91-7026196316

Dear Aprameya,

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 **Infrastructure Services (IS)** Unit, which is subject to change as per the business requirements of TCSL.

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

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP Area, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 [illegible] Site: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 [illegible] 3111 Email: careers@tcs.com

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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

Click here or use a QR code scanner from your mobile to validate the offer letter

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

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP Area, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 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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SAP LABS. Bangalore.

SAP Labs India Pvt. Ltd.
CIN: U72200KA1995PTC018484
138, Export Promotion
Industrial Park, WhiteField,
Bangalore – 560 066. India
T: +91-80-4139 5139
F: +91-80-4139 6969
www.sap.com

26 June 2019

Private & Confidential

Arpita Das
No. C 304, Adarsh Hill Apartments, 50 Feet Road
Kumarswamy Layout, Bangalore
Karnataka 560078 India
+919482473130

EMPLOYMENT CONTRACT

Dear Arpita,

We are pleased to offer you employment with **SAP Labs India Pvt. Ltd** (SAP) on the following terms and conditions:

1.1. You shall be appointed to the position of **Developer Associate.** Your Career Level will be **T1** and the assigned Grade Level is **1.**
1.2. Your employment with us will start on **22 July 2019.**
1.3. You shall be based in **Bangalore** but will serve the Company or any of its subsidiaries or associated companies in any location within or outside of India.
1.4. Your employment with the Company is subject to your providing documentary proof of your last drawn salary, educational qualifications and work testimonials if any, and is also conditional upon your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

2. Background Check

2.1. This offer of employment made in this Agreement is only valid and binding on the parties if SAP is, within its sole discretion, satisfied with the results of certain background and reference checks ("Checks") conducted by SAP in relation to you. In conducting these Checks, SAP may contact those individuals and companies whose details you have provided to us, as well as other third parties, to gather relevant information about you. SAP shall only use the information discovered as a result of the Checks in order to assess your suitability for employment by SAP. This may involve the transfer of your data to or from other countries. At all times, SAP will treat your personal data in accordance with the terms of its data protection policy. A copy of this policy will be made available to you should you request it. The results of the Checks will be confidential between SAP and the entity providing the information. The information gathered through these Checks will not be made available to you. In the event that the information resulting from these Checks is, in SAP's sole discretion, unsatisfactory, SAP may withdraw this offer of employment. By signing this employment contract, you are indicating your consent to SAP conducting the Checks, obtaining the information envisaged by this paragraph and obtaining and processing the data as indicated in this Agreement.

3. Total Rewards

3.1. Your annual Total target cash on joining SAP Labs India Pvt. Ltd is **INR 850,000.00**. Below is the break-up of your Total Target Cash and other benefits that are available to you.

	Cash Components	INR per annum
(A)	Basic Salary	231,527.11
	Flexible Components	429,978.93
	Benefits Allowance	29,845.18
	Retirement Benefits:	
	Provident Fund	27,783.25
	Gratuity	11,136.45
	Superannuation (Optional)	34,729.07
	Total Fixed Pay	765,000.00
	Variable Pay (% of Total Target Cash)	85,000.00
	Total Target Cash (Total Fixed Pay + Variable Pay)	850,000.00

	Benefits*	INR per annum
(B)	Free Meals provided on campus	13,200.00
	Free Transport for office commute	42,000.00
	Life Events (Birthday Gift)	2,000.00
	OwnSAP#	48,600.00
	Wellness Cover for Employee	5,000.00
	Higher Education Policy##	500,000.00
	Cost of Benefits (Approximate)	610,800.00
	Cost to Company (A + B)	**1,460,800.00**

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SAP LABS. Bangalore.

SAP Labs India Pvt. Ltd.
CIN: U72200KA1995PTC018484
138, Export Promotion
Industrial Park, WhiteField,
Bangalore – 560 066. India
T: +91-80-4139 5139
F: +91-80-4139 6969
www.sap.com

**The employee benefits listed above are available only during active employment with SAP. These cannot be encashed or modified. SAP reserves the right to withdraw or alter the benefits at any time without prior notice to the employee. The values attributed to the benefits are arrived on an estimated value and are subject to change at sole discretion of SAP Management.*

***Relocation benefit is based on eligibility and reimbursed on actuals up to the defined limit. Relocation is applicable only at the time of joining SAP.*

#OwnSAP is a share purchase plan wherein company contribution is subject to employee participation in the program and the company contribution amount varies based on Fixed Pay and employee contribution percentage.

##Higher Education Policy can be availed as per eligibility defined in the policy, once in three years of employment.

In addition to the above compensation components and best-in-class benefits, SAP offers **FlexBen** program, which allows you to choose your benefits as per your needs.

You will also be eligible for other company provided benefits like medical, accident and life insurance, paid leaves, parental benefits, personal loan, etc. as per the prevailing company policy.

Variable pay:

3.2 You will be eligible for a variable pay plan applicable to your role, as per the policy for a full year's service or pro-rated as the case may be, in case you have joined the Company on or before 30th November of the fiscal year. The variable pay plan applicable to your role is paid in the first quarter of the following year. The payment of variable pay is subject to the condition that you are in employment of the Company as on 31st December of the eligible variable pay plan year.

3.3 The timing and quantum of variable pay - will be at Company's discretion and will be based on the overall profitability of the Company as well as your individual contribution. Details of the performance variable pay plan for your position will be provided on commencement.

Salary reviews are based on work performance and granted on merit as per the company policy in force.

Please refer to the enclosed "Annexure" for details of compensation, benefits and terms of this offer. We would appreciate your confirmed acceptance of the above by signing and returning us the duplicate copy of this letter.

Yours sincerely,

For SAP Labs India Pvt. Ltd.

Shraddhanjali Rao
Head of Human Resource, India
SAP, India

Sabish Kovath Bhaskar
HR Service Senior Consultant
HR Service Centre, SAP, India

I accept the terms & conditions of service outlined above

.....
Arpita Das

Date:
Place:

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SAP LABS. Bangalore.

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138, Export Promotion
Industrial Park, WhiteField,
Bangalore – 560 066. India
T: +91-80-4139 5139
F: +91-80-4139 6969
www.sap.com

26 June 2019

Arpita Das

SAP Labs India Pvt. Ltd.

Re: EXTERNAL JOB TITLE

Dear Arpita,

This letter serves to confirm your external job title as Developer Associate.

Please note that your employment terms and condition remains as per your employment contract.

We thank you for your contribution and commitment to ensure success for SAP.

Yours sincerely

SAP HR Service Centre APJ

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02.02.2024 22:35

Continental

17th Dec 2018 HR/Project/19

Mr. Ashutosh Rao
Bangalore

Sub: Internship with Continental Automotive (India)

Dear Ashutosh Rao,

Thank you for your interest in discussing an internship opportunity with us, we have pleasure in Offering you internship facility with us for duration of 6 months starting from 07th Jan 2019 to 05th Jul 2019, as per the following condition

1. You will be working with **PSS** business unit as a Support for a **new Concept Prototype development**, in the area of BMW ACSM project under the guidance of Mr. Aravind Somashekaraiah.

2 You will be paid a stipend of Rs.12,000/- (Rupees Twelve Thousand Only) per month by 7th of the following month. Please submit a cancelled cheque for the same to be deposited to your account.

3 You are not allowed to take any other internship assignment or employment without our written permission during this period.

4 You will not divulge to any person, firm or company any secrets or information, which you may come into possession in the course of your internship, concerning the business affairs of the Company.

5 No optical /magnetic media such as floppy disks, magnetic tape cartridge, digital audio tapes, magnetic tapes, hard disks, optical disks, CD-ROMs etc. shall be allowed to be brought into or taken out by you from Continental premises.

6 You will receive an internship completion certificate upon successful fulfillment of the assignment

Kindly return the duplicate copy of this letter, duly countersigned by you, in token of your acceptance of the terms & conditions stipulated herein and enclosed.

We wish you a successful association with Continental Automotive

Sincerely,

Sudeepth Puthumana
General Manager – PSS,R&D

Ajay Kumar
Country HR Head-Continental,India

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Ashutosh

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Hewlett Packard
Enterprise

29 Nov, 2018

BHARGAVA S

C/O S G Shrirama Reddy, No 3, Matrix Layout, Near Railway Lane, Munnekolala, Bangalore North, Bengaluru,India

Dear BHARGAVA,

We are pleased to inform you that you have been selected for training with Hewlett Packard India Software Operation Pvt. Ltd. ("HPE" or the "Company") from 10 Jan, 2019 to 10 Jul, 2019 for a period of 6 months under the guidance and supervision of Ashok Viswanathan. Your location would be Bangalore.

1. During the tenure of the project, you will be paid a stipend of Rs.20,000 per month. The payment of stipend shall depend on your unconditional presence at any location that may be stipulated herein above.

2. It is clearly understood that you are not in any manner providing any service to HPE and that the payment of stipend shall not in any manner be construed or deemed to be consideration for services rendered by you.

3. You will not be entitled to any statutory benefits of otherwise to which a regular employee of the company is entitled.

4. You will be entitled for 12 days leave per annum, weekly holidays and such other holidays declared by the Company.

5. During your training with the company you shall be bound by the company's rules and regulation applicable from time to time and any violation to this will result in immediate termination of your training.

6. During your training with the company you may come across certain confidential information related to the business of the company, any such information you shall not use or disclose to others or any third party in any circumstances.

7. You shall not publish your research / project report and about the company in any form in mass media and the same is to be treated strictly for academic purpose only.

8. You shall maintain utmost confidentiality on any information that you acquire during the project and sign the enclosed confidentiality agreement on or before the start of training period.

9. You shall not, during the period of your project study at HPE, copy, duplicate, decompile or translate any intellectual property of HPE without appropriate authorization. You shall not take out any intellectual property belonging to HPE, outside the work place or HPE's premises, without appropriate authorization from the supervisor.

10. You shall be obligated to compensate HPE appropriately, in the event you cause any loss or damage to any property that is owned or leased by HPE, during the training period.

11. It is expressly understood and agreed by and between us that the company shall in no way be liable /responsible for any injuries/ impairment in health arising during your training period.

FOR Company

Shalini Dutta

APJ Technology & Services Talent Acquisition Manager

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

FOR Employee

Name: _____

Signature: _____

Date: _____

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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

24 Jun, 2019

Dear BHARGAVA

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 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.

We hope you choose to join Hewlett Packard Enterprise and look forward to hearing from you soon. Let's build the future together.

Thanking you

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

24 Jun, 2019

BHARGAVA S

FOR Company

Shalini Dutta
APJ Technology & Services Talent Acquisition Manager

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

FOR Employee
Name: BHARGAVA S

Signature: BS
Date: 27/06/19

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02.02.2024 22:35

Hewlett Packard
Enterprise

No 3, Matrix Layout, Near Railway Lane, Munnekolala
Bangalore India 560037

Dear BHARGAVA,

Welcome to Hewlett Packard Enterprise! We are glad to have you with us and look forward to a long and mutually rewarding association.

We have pleasure in appointing you at Hewlett Packard India Software Operation Pvt. Ltd. of Hewlett Packard Enterprise ("HPE" or the "Company"). Your date of appointment is effective from your date of joining, which shall be on 23 Jul, 2019.

Your appointment at Hewlett Packard India Software Operation Pvt. Ltd. is on the following terms and conditions:

1 Remuneration (Mainstream employees only)

Your annual total gross remuneration will be made up of the following components

1.1 Basic Salary

You will be eligible for a Basic Salary. The amount towards the basic salary is mentioned in Annexure (I) against "(A) Basic Salary".

You will be eligible to participate in any one Variable Pay Program, which would vary according to your business/role. Goals and metrics may vary with each performance period, and payments under this plan are granted at the sole discretion of the Company. The plan details as applicable to you will be communicated to you at the time of joining.

1.2. Flexible Benefit Plan (FBP):

You will be eligible to receive benefits under the Flexible Benefit Plan of the Company and the maximum cost to Company in providing such benefits shall not exceed the amount as mentioned in Annexure (I) against "(B) Flexible Benefit Plan". A broad guideline applicable to you is attached in Annexure (II) to help you determine the plan.

1.3. Provident Fund:

You will participate in the Company's Provident Fund Scheme. The Company will contribute monthly an equivalent of 12% of your basic salary to the fund, as well as deduct an equivalent of 12% of your basic salary, and remit the same to the fund, as employee contribution. This is inclusive of statutory remittance by the Company towards employee pension scheme maintained with the Regional Provident

FOR Company

Shalini Dutta
APJ Technology & Services Talent Acquisition Manager

FOR Employee
Name: BHARGAVA S

Signature: BS
Date: 27/06/19

Signature Not Verified
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02.02.2024 22:35

Hewlett Packard
Enterprise

Commission, wherever applicable.

1.4. Gratuity:

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

1.5 Insurance

The Company will provide Group Life Insurance, Personal Accident Insurance and Hospitalization Insurance Coverage for yourself. The annual premium will be borne by the Company. Your spouse and maximum up to 2 children will be covered as per Hospitalization Insurance Policy of the Company.

Additionally, if you come within the purview of the Employee State Insurance Act 1948, you will be eligible for coverage as per the said Act. Your share of contribution along with the Company's share of contribution will be remitted, as per the said Act.

1.6. Leave

You are entitled for 15 days of annual Leave per annum as per the Company's leave policy. In addition you will be entitled to a maximum of 12 working days of sick-cum-casual leave per annum. You may utilize your leave as per the Company policy.

1.7 Relocation Expenses

In the event of you having to relocate to your place of posting, the Company may agree to reimburse your relocation expenses as per the Company Policy (to be claimed within 3 months of joining). This amount, if paid, is fully recoverable in the event you leave the Company within 12 months from your date of joining the Company. Reimbursement of relocation expenses are at the sole discretion of the Company.

2 GENERAL TERMS and CONDITIONS OF EMPLOYMENT

2.1. Your job classification detail is as listed below:

Job Function: Engineering
Job Family: SW Engineering(Systems)
Job Code & Job Title (Internal): 00102K - Systems/Software Engr I
Job Level: Entry
Salary Grade: M17

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

2.2. Work Place

You are initially appointed to work in our office in Bangalore . You may be transferred or required to

FOR Company

Shalini Dutta
APJ Technology & Services Talent Acquisition Manager

FOR Employee
Name: BHARGAVA S

Signature: Bh
Date: 27/06/19

Signature Not Verified
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Enterprise

travel for business/training at the sole discretion of the Company. You will normally be required to work from 8 30 AM – 5 30 PM, Monday through Friday. However, your actual working hours may vary according to the business activities of the Company. You agree to accept such hours of work without additional compensation, in accordance with applicable laws.

2.3 Probation

You will be on probation for a period of six months from the date of joining. At the end of the probation period, subject to your satisfactory performance, your services will be deemed confirmed unless notified otherwise. The Company reserves the right to extend the probation for a further period of three months. During probation, your employment may be terminated by either party with one month notice in writing or payment of one month salary in lieu of notice period.

2.4 Transfer

Though you have been engaged for a specific position, your services can be transferred by the Company from one location to another or one department/entity to another. Your services can also be transferred to any of the Company's subsidiary companies, associate companies, partners, affiliates etc. anywhere in India or abroad depending on the exigencies of business.

2.5 Retirement

You will retire from the services of the Company on the last date of the month in which you reach the age of sixty. The date of birth as recorded at the time of employment will be reckoned for this purpose.

2.6 Notice for Separation/ Termination

i. This offer of appointment is subject to reference and background checks to be conducted by the Company or through designated third parties. If for any reason, the reference or background checks reveal any misrepresentation or any information detrimental to the interest of the Company, the Company shall be entitled to terminate your services with immediate effect, without notice.

ii. Your services can be terminated by either party by giving to the other, a notice of two months in writing (hereinafter referred to as 'Notice Period"). The Company however, reserves its right to terminate your employment with immediate effect by giving you Salary for two months' in lieu of the Notice Period.

iii. Your position with the Company calls for mandatory compliance with the Notice Period, unless relaxed by the Company in writing. Your termination of employment without compliance with the Notice period shall be treated as a material breach of this contract and Company shall be entitled to insist on your mandatory performance of the Notice Period and /or claim damages equivalent to two month's Salary. Salary for the above purposes would constitute Basic Salary and 50% FBP only.

The Company reserves the right not to require you to attend work or carry out your employment duties for all or part of the notice period.

FOR Company

Dsethi

Shalini Dutta

APJ Technology & Services Talent Acquisition Manager

JSS SCIENCE AND TECHNOLOGY UNIVERSITY

FOR Employee

Name: BHARGAVA S

Signature: Bh

Date: 29/06/19

Signature Not Verified

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In case of your material breach of the Offer letter and these Terms (together, Agreement), or any of the Company's policies, or in case of misconduct, the Company has the right to terminate your services without notice. Upon termination of your employment for whatever reason, you will immediately return to the Company all Company assets including books, documents, papers, materials, credit cards and other properties belonging to the Company which may be in your possession or under your power or control.

You will not at any time after termination of this Agreement, for whatever reason, represent yourself as being in any way connected with the affairs of the Company

2.7 Conflict of Interest

Your position with the Company calls for your whole time employment and you will devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity or be interested directly or indirectly in any other trade or business, without written permission from the Company.

2.8 Standards of Business Conduct

In addition to the Terms & Conditions contained herein above, your employment will be governed by the "Standards of Business Conduct" of the Company. In case of violation of any of the Standards of Business Conduct your employment may be terminated with immediate effect.

2.9 General Conditions

1) Your working hours, weekly offs, periods of work, public holidays, leave rules etc. will be governed by the rules and regulations applicable to the Business unit to which you will be attached. You would be operating from any location and in any shift, including night shift, as may be advised by the Company keeping in mind business needs and deliverables to its customers

2) You will be governed by all the Company's rules and regulations that are in force now and also those, which may come into, force from time to time even if they are not individually notified to you in writing. The Company has sole and absolute right to change any of it's rules and regulations at any time to meet exigencies of business.

3) As a condition of your employment, you are required to enter into a separate 'Agreement Regarding Confidential Information and Proprietary Developments ("ARCIPD"), a copy of which is provided to you along with this offer letter.

4) You will be covered by Hewlett Packard Enterprise Employee's Intellectual Property Policy, the Company's Standards of Business Conduct and other policies, procedures and other rules as applicable from time to time.

FOR Company

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

FOR Employee

Name: BHARGAVA S

Shalini Dutta

APJ Technology & Services Talent Acquisition Manager

Signature:

Date: 29/06/19

Signature Not Verified

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5) If you are absent from the designated office beyond a period of 13 working days without adequate authorization as per Company policies, you shall be deemed to have abandoned employment voluntarily.

3.0 Choice of Law

The terms of your employment shall be governed by the laws of India, and the courts of India shall have exclusive jurisdiction.

Enclosed:

a) Annexure (I) - Annualized Compensation & Benefit Statement

b) Annexure (II) - Flexible Benefit Plan

c) ARCIPD

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	Rs53,792
Provident Fund @12%	
Gratuity @ 4.81%	
Total Cost to Company	800,000.00

24 Jun, 2019

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

BHARGAVA S

CONFIDENTIAL

Dear BHARGAVA

Further to our letter of appointment dated 24 Jun, 2019, please note that you would be entitled to a joining bonus of 100,000.00(One Lakh rupees only)

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

FOR Company

Shalini Dutta

APJ Technology & Services Talent Acquisition Manager

FOR Employee

Name: BHARGAVA S

Signature: BL

Date: 27/06/19

Signature Not Verified

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The Joining Bonus is payable to you along with your salary at Hewlett Packard India Software Operation Pvt. Ltd. . 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 owed 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.

We hope that your association with the Company will be satisfying and mutually beneficial. Please sign and return the original of this letter as a token of your acceptance and understanding of the above terms. It is hereby accepted and understood that this letter records the complete terms regarding the subject matter hereof.

Annexure II
Flexible Benefits Plan (FBP)
Mainstream Base- SU1
Mainstream Entry- Intermediate

1. House Rent Allowance:
   Maximum Limit (per annum) 60% of Annual Basic
   Supporting Documents: Declaration & at least one receipt per quarter, as proof of rent, from landlord

2. LTA once a year (LTA will be exempt if availed by the employee twice in a block of four calendar years. The calendar years currently applicable are 2014 to 2017.)
Maximum Limit (per annum) 20% of Annual Basic
Supporting Documents: Original Tickets /Boarding Pass and/or Cash Memos & Appropriate Leave

3. Children education allowance for maximum of 2 dependent children :
Maximum Limit (per annum) (Per child per month Rs.100) Rs.2,400
Supporting Documents: Declaration*

4. Children's Hostel Allowance for maximum of 2 dependent children (in case children are in a hostel):
Maximum Limit (per annum) (Per child per month Rs.300) Rs.7,200
Supporting Documents: Declaration*

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

FOR Company

Shalini Dutta
APJ Technology & Services Talent Acquisition Manager

FOR Employee
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5. Food Coupon Vouchers (Such vouchers are to be used for food expenses incurred at hotels/ restaurants by the employee during the course of his workday):
Maximum Limit (per annum): Rs.26,400
Supporting Documents: As per program guidelines

6. **Bonus/Exgratia -** A maximum amount of Rs.2400 per month** shall be allocated and payable as advance statutory bonus / ex-gratia as applicable.(** Employees earning a basic salary of up to Rs.21, 000/- per month are eligible for bonus under the Payment of Bonus Act, 1965. The amount payable will be determined by the rules of the Act. For employees with basic salary above Rs.21, 000/-pm this amount will be treated as ex-gratia.) and paid through monthly payroll subject to eligibility conditions.

7. Personal Pay through Payroll - Balance of the above items paid with the Salary after appropriate tax deductions at the end of the year
Maximum Limit (per annum): 100% of FBP
Supporting Documents: Declaration

* Employees are liable to provide proof in the event of an evaluation by Income tax authorities

In addition, you will be recommended for a grant of restricted stock units estimated at US$2,400.00 on the grant date, as determined by Hewlett Packard Enterprise. Your grant is subject to approval by HPE's HR & Compensation Committee, or its delegate, and your employment with HPE on the grant date. In general, the number of restricted stock units will be determined by dividing the estimated dollar amount of your grant by the closing price of our common stock on the date of grant and will be subject to certain time restrictions. If you meet the conditions of the grant agreement, the restrictions will lapse as to one-third of the restricted stock units on each anniversary of the grant date for a period of three (3) years. The grant date will be the date the HRC, or its delegate, approves these restricted stock units, which is typically two to three months after your date of hire and no earlier than your start date. The full terms and conditions of this grant will be provided to you when you receive your grant.

Guidelines governing Flexible Benefits Plan (FBP)

1. Employees will be eligible to select a package of benefits for one year from the menu of benefits annexed to this scheme. The selection of benefits must be done and communicated to the Payroll group. All new employees are expected to do the same within two weeks of joining the Company.

2. The year for the purpose of this plan will be 1st April to 31st March.

3. The menu of benefits finalized cannot be changed by the employee during the period of that financial year. Exception to this will be made under following circumstances.

FOR Company

Sethi

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

Shalini Dutta
APJ Technology & Services Talent Acquisition Manager

FOR Employee
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Date: 29/06/19

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a) Transfer of the employee from one city to another.

b) Change of grade/level.

c) Change of residential accommodation.

d) Unusually high expenses incurred by the employee for hospitalization of either self, spouse or dependent children and parents

4. While selection of the menu of benefits and spending the same, the employee must ensure that he/she should not draw more than:

a) 25% of the annual kitty in Q1

b) 25% of the annual kitty in Q2 & balance of Q1, if any

c) 25% of the annual kitty in Q3 & balance of Q1, Q2, if any

d) 25% of the annual kitty in Q4 & balance of Q1,Q2,Q3, if any

For the purposes of the plan, the quarters will be as follows:

a) Q1 - April, May, June

b) Q2 - July, August, September

c) Q3 - October, November, December

d) Q4 - January, February, March

Any unutilized amount in the kitty as on 31st March will be paid along with the March salary and tax recovered appropriately.

5. In the event of separation of an employee from the services of the Company, only pro-rata amount of the kitty will be allowed to be utilized by the employee for the period of actual employment during that year.

6. The Company will recover tax from the salary every month as per the tax laws in force in respect of benefits selected by the employee.

7. The maximum value prescribed in the menu of benefits is the upper limit, beyond which the Company will not permit reimbursements except in the case of 3(d) referred above. The employee, however, has a choice to opt for lesser value.

8.. Components / benefits offered as part of FBP are subject to change based on amendments to applicable tax laws / rules and Company policies.

FOR Company

Shalini Dutta
APJ Technology & Services Talent Acquisition Manager

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

FOR Employee
Name: BHARGAVA S

Signature: BS
Date: 27/06/19

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Mandatory Documents List

You are required to submit the following documents, prior to your Joining Date These documents will be verified with originals and hence, please make sure to bring the originals with you.

Please note

1. Originals are required only for verification and will be returned back immediately
2. Please carry a printout of this letter when submitting the joining documents.
3. Please carry a copy of your 'Annualized Compensation & Benefits statement' along with the Terms and Conditions of your Offer Letter when submitting the joining documents.

1. Relieving letter from previous employer:
   Original required for verification - Yes
   No of copies - Two

2. Letters supporting Employment viz., Offer letter, Service Certificate:
   Original required for verification - Yes
   No of copies - Two

3. Salary details of previous Employment:
   Original required for verification - Yes
   No of copies - Two

4. Education Certificates or Mark sheets with Provisional Certificates – 10th to Highest Degree:
   Original required for verification - Yes
   No of copies - Two

5. Copy of PAN card/Application ID for PAN card applied:
   Original required for verification - No
   No of copies - One

6. Age Proof – Copy of Passport or Pan card or Driving license:
   Original required for verification - No
   No of copies - One

7. Photo identity proof – Copy of PAN Card or Passport or Driving license:

FOR Company

Shalini Dutta
APJ Technology & Services Talent Acquisition Manager

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

FOR Employee
Name: BHARGAVA S

Signature:

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Original required for verification - No

No of copies - One

8. Address Proof to open bank account for salary credit – Copy of Rental Agreement or Driving license or Voter's ID

If you want to give Bangalore address for all communication in Citibank account form, please bring a copy of address proof that has your name:

Original required for verification - Yes

No of copies - One

9. Four passport size color photographs.

Please note that 1 passport size photograph should specifically have a Navy Blue background. It is standard as per Company policy.

No other types of photographs would be accepted:

Original required for verification - Yes

No of copies - Four

10. NSR Registration Number:

Original required for verification - N/A

No of copies - N/A

11. Note down your parents' dates of birth for nomination in PF, Gratuity:

Original required for verification - N/A

No of copies - N/A

Agreement Regarding Confidential Information and Proprietary Developments

India

BHARGAVA S

1. **Consideration and Relationship to Employment.** As a condition of my employment with Hewlett Packard Enterprise or one of its subsidiaries, successors, assigns, or affiliates (referred to collectively as, "Company"), in return for Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties in such employment, I knowingly agree to restrictions provided for below that will apply during and after my

FOR Company

Shalini Dutta

APJ Technology & Services Talent Acquisition Manager

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

FOR Employee

Name: BHARGAVA S

Signature: Bh

27/0C/19

Signature Not Verified

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employment by Company. I understand, however, that nothing relating to this Agreement will be interpreted as a contract or commitment whereby Company is deemed to promise continuing employment for a specified duration.

2. **Confidential Information.** This Agreement concerns trade secrets, confidential business and technical information, and know-how not generally known to the public (hereinafter "Confidential Information") which is acquired or produced by me in connection with my employment by Company. Confidential Information may include, without limitation, information on Company organizations, staffing, finance, structure, information of employee performance, compensation of others, research and development, manufacturing and marketing, files, keys, certificates, passwords and other computer information, as well as information that Company receives from others under an obligation of confidentiality. I agree to abide by the Company Confidential Information Policy and specifically agree that with regard to Company Confidential Information:

(a) to use such information only in the performance of Company duties;

(b) to hold such information in confidence and trust; and

(c) to use all reasonable precautions to assure that such information is not disclosed to unauthorized persons or used in an unauthorized manner, both during and after my employment with Company.

I further agree that any organizational information or staffing information learned by me in connection with my employment by Company is the Confidential Information of Company, and I agree that I will not share such information with any recruiters or any other employers, either during or subsequent to my employment with Company; further, I agree that I will not use or permit use of such as a means to recruit or solicit other Company employees away from Company (either for myself or for others).

3. **Proprietary Developments.** This Agreement also concerns inventions and discoveries (whether or not patentable), designs, works of authorship, mask works, improvements, data, processes, computer programs and software (hereinafter called "Proprietary Developments") that are conceived or made by me alone or with others while I am employed by Company and that relate to the research and development or the business of Company, or that result from work performed by me for Company, or that are developed, in whole or in part, using Company's equipment, supplies, facilities or trade secrets information.

Such Proprietary Developments are the sole property of Company, and I hereby assign and transfer all rights in such Proprietary Developments to Company. I also agree that any works of authorship created by me shall be deemed to be "works made for hire." I further agree for all Proprietary Developments:

(a) to disclose them promptly to Company;

(b) to sign any assignment document to formally perfect and confirm my assignment of title to Company;

(c) to assign any right of recovery for past damages to Company; and

(d) to execute any other documents deemed necessary by Company to obtain, record and perfect patent, copyright, mask works and/or trade secret protection in all countries, in Company's name and at Company's expense.

FOR Company

Shalini Dutta

APJ Technology & Services Talent Acquisition Manager

FOR Employee

Name: BHARGAVA S

Signature: BS

Date: 27/06/19

Signature Not Verified

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I understand that Company may delegate these rights. I agree that, if requested, my disclosure, assignment, execution and cooperation duties will be provided to the entity designated by Company.

This Agreement does not apply to an invention for which no equipment, supplies, facility or trade secret information of the employer was used and which was developed entirely on the employee's own time, unless (a) the invention relates (i) to the business of the employer or (ii) to the employer's actual or demonstrably anticipated research or development, or (b) the invention results from any work performed by the employee for the employer.

4. **Respect for Rights of Former Employers.** I agree to honor any valid disclosure or use restrictions on information or intellectual property known to me and received from any former employers or any other parties prior to my employment by Company. I agree that without prior written consent of such former employers or other parties, I will not knowingly use any such information in connection with my Company work or work product, and I will not bring onto the premises of Company any such information in whatever tangible or readable form.

5. **Work Product.** The product of all work performed by me during and within the scope of my Company employment including, without limitation, any files, presentations, reports, documents, drawings, computer programs, devices and models, will be the sole property of Company. I understand that Company has the sole right to use, sell, license, publish or otherwise disseminate or transfer rights in such work product.

6. **Company Property.** I will not remove any Company property from Company premises without Company's permission. Upon the end of my employment with Company, I will return all Company property to Company unless Company's written permission to keep it is obtained.

7. **Protective Covenants.** I acknowledge that a simple agreement not to disclose or use Company's Confidential Information or Proprietary Developments after my employment by Company ends would be inadequate, standing alone, to protect Company's legitimate business interests because some activities by a former employee who had held a position like mine would, by their nature, compromise such Confidential Information and Proprietary Developments as well as the goodwill and customer relationships that Company will pay me to develop for Company during my employment by Company.

I recognize that activities that violate Company's rights in this regard, whether or not intentional, are often undetectable by Company until it is too late to obtain any effective remedy, and that such activities will cause irreparable injury to Company. To prevent this kind of irreparable harm and to protect Company's trade secrets, I agree that during my employment and for a period of twelve months following the end of my employment with Company, I will abide by the following Protective Covenants:

(a) **No Solicitation of Customers.** I will not (in person or through assistance to others) knowingly

FOR Company

Shalini Dutta
APJ Technology & Services Talent Acquisition Manager

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

FOR Employee
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participate in soliciting or communicating with any customer of Company in pursuit of a Competing Line of Business if I either had business-related contact with that customer or received Confidential Information about that customer in the last two years of my employment at Company;

(b) **No Solicitation of Company Employees.** I will not (in person or through assistance to others) knowingly participate in soliciting or communicating with any Company Employee for the purpose of persuading or helping the Company Employee to end or reduce his or her employment relationship with Company if I either worked with that Company Employee or received Confidential Information about that Company Employee in the last two years of my employment with Company; and

(c) **No Solicitation of Company Suppliers.** I will not (in person or through assistance to others) knowingly participate in soliciting or communicating with any Company Supplier for the purpose of persuading or helping the Company Supplier to end or modify to Company's detriment an existing business relationship with Company if I either worked with that Company Supplier or received Confidential Information about that Company Supplier in the last two years of my employment with Company.

As used here, **"Competing Line of Business"** includes a business that involves a product or service offered or to be offered by anyone other than Company that would replace or compete with any product or service offered or to be offered by Company or its related corporations (unless Company and its related corporations are no longer engaged in or planning to engage in that line of business). **"Company Employee"** means an individual employed by or retained as a consultant to Company or its related corporations. **"Company Supplier"** means an individual, corporation, other business entity or separately operated business unit of an entity that regularly provides goods or services to Company or its related corporations, including without limitation any OEM, ODM or subcontractor.

8. **Enforcement.** I make these agreements to avoid any future dispute between myself and Company regarding specific restrictions on my post-employment conduct that will be reasonable, necessary and enforceable to protect Company's Confidential Information and Proprietary Developments and other legitimate business interests. The Protective Covenants are ancillary to the other terms of this Agreement and my employment relationship with Company. This Agreement benefits both me and Company because, among other things, it provides finality and predictability for both me and the company regarding enforceable boundaries on my future conduct. Accordingly, I agree that this Agreement and the restrictions in it should be enforced under common law rules favoring the enforcement of such agreements.

For these reasons, I agree that I will not pursue any legal action to set aside or avoid application of the Protective Covenants. This Agreement will survive the end of my employment with Company and shall, likewise, continue to apply and be valid notwithstanding any change in my duties, responsibilities, position, or title.

9. **Relief; Extension.** I understand that if I violate this Agreement (particularly the Protective Covenants), Company will be entitled to (i) injunctive relief by temporary restraining order, temporary injunction, and/or permanent injunction, (ii) recovery of attorneys' fees and costs incurred by Company in obtaining such relief where allowed by law, and (iii) any other legal and equitable relief to which

FOR Company

Shalini Dutta

APJ Technology & Services Talent Acquisition Manager

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

FOR Employee

Name: BHARGAVA S

Signature:

27/06/19

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Enterprise

Company may be entitled. Injunctive relief will not exclude other remedies that might apply. If I am found to have violated any restrictions in the Protective Covenants, then the time period for such restrictions will be extended by one day for each day that I am found to have violated them, up to a maximum extension equal to the time period originally prescribed for the restrictions.

10. **Severability; Authority for Revision; Assignment; Governing Law.** The provisions of this Agreement will be separately construed. If any provision contained in this Agreement is determined to be void, illegal or unenforceable, in whole or in part, then the other provisions contained herein will remain in full force and effect as if the provision so determined had not been contained herein. If the restrictions provided in this Agreement are deemed unenforceable as written, the parties expressly authorize the court to revise, delete, or add to such restrictions to the extent necessary to enforce the intent of the parties and to provide Company's goodwill, Confidential Information, Proprietary Developments and other business interests with effective protection. In the event the restrictions provided in this Agreement are deemed unenforceable and cannot be reformed to make them enforceable, then any prior agreements that I have made with Company relating to confidential information or proprietary developments shall not be deemed to have been superseded or otherwise affected by this Agreement, but instead shall remain in effect. The title and paragraph headings in this Agreement are provided for convenience of reference only, and shall not be considered in determining its meaning, intent or applicability. This Agreement will inure to the benefit of the parties' heirs, successors and assigns. This Agreement, including but not limited to the Protective Covenants, may be assigned by Company to a subsequent employer, successor or assign without the need for further authorization or agreement from me. This Agreement will be governed by the laws of the country and/or state identified as my work location in which I work at the time of its enforcement.

11. **Acceptance by Company.** A counterpart of this Agreement has been manually executed by a duly authorized representative to indicate Company's acceptance of the terms hereof and Company's covenant to perform its obligations hereunder (including, without limitation, Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties). Such acceptance on behalf of Company is conditioned upon my reciprocal agreement to such terms. I acknowledge the sufficiency of Company's acceptance of the terms hereof to establish the mutual rights and responsibilities defined herein.

12. **Acceptance by Employee.** By placing my signature below, I confirm that I have read and fully understood the terms of this Agreement, and have been at liberty to seek legal advice on the same prior to my acceptance of such terms.

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

FOR Company

Shalini Dutta
APJ Technology & Services Talent Acquisition Manager

FOR Employee
Name: BHARGAVA S

Signature: Bh
27/06/19

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02.02.2024 22:35

Hashedin
Technologies Pvt. Ltd

U72200KA2010PTC055702

#459, 17th Cross, 14th Main, Sector4,
HSR Layout, Near BDA Complex,
Bangalore - 560102

Ms. Chaithali B T
Bangalore
Email ID:Chaithali97@gmail.com
Phone: +91-8310928231

Date: 23rd Dec 2018

Dear Chaithali,

Greetings from **HashedIn Technologies!**

We are pleased to offer you an appointment for Internship with a joining date as of 1st Feb 2019 till July 2019 with HashedIn Technologies Private Limited ("Company"). During the internship period, you will be entitled to receive a stipend of Rs.20,000/- per month (Rupees Twenty 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** at **Band 7** upon successful completion of your internship and coursework. Post internship, you will be entitled to receive a gross CTC of **INR 7,15,000/-** (Rupees Seven Lakhs Fifteen Thousand Only). You can refer to the following table for breakup.

CTC Breakup	Amount
Fixed Component	INR 5,25,000
Variable Performance Bonus	Upto INR 87,500
Joining Bonus *INR 42,500 – Payable with 1st month salary in Aug 2019 **INR 60,000 – Payable with 12th month salary in Aug 2020	INR 1,02,500
Total Cost to Company	**INR 7,15,000**

* 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 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.

We are committed to providing you with suitable training, mentoring and support to prepare you to enter and succeed in the target position. Your performance will be evaluated on a half yearly basis.

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02.02.2024 22:35

Email: contact@hashedin.com
Phone: 080 65681777, 080 65691777

Hashedin
Technologies Pvt. Ltd

U72200KA2010PTC055702

#459, 17th Cross, 14th Main, Sector4,
HSR Layout, Near BDA Complex,
Bangalore - 560102

We are confident you will be able to make a significant contribution to the success of our company and look forward to getting you on board soon.

Please confirm your acceptance by signing and sending a scanned copy by 5 PM tomorrow.

Employee

Chaithali B.T

( )
Chaithali B T
Intern

HashedIn Technologies Pvt. Ltd.

( )
Thanmayi Devaladakere
Human Resources
#459, 17th cross, 14th main,
HSR Layout, Sector 4,
Bangalore – 560102

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02.02.2024 22:35

August 31, 2018

Dear Chandrachud M S,

OT Privacy Software Private Limited is pleased to offer you employment as a Software QA Analyst on the following terms:

1. Duties. As a Software QA Analyst, you agree to devote the whole of your professional time, attention and energy to the performance of these duties and not, directly or indirectly, to consult with, advice, work for or have any interest in any competing business or pursuit during this employment that creates a conflict of interest

2. Remuneration Package: Annual Fixed Compensation: You are being offered a Total Annual Fixed Compensation (inclusive of standard company benefits) of **Rs.** 450,000 *(Rupees. Four Hundred and Fifty Thousand only) Please* refer Annexure 1 for details. You are liable to pay all taxes and liabilities as required under Indian Tax Law. With the exception of the obligation to withhold taxes from your remuneration, the Company assumes no responsibility for your personal tax affairs.

3. Benefits: You will be eligible for a Group Health Insurance policy and Group Personal Accident Insurance policy as per the existing policy which would be explained to you at the time of on-boarding

Leave: You are entitled for '15' vacation days and '5' sick leaves per year.

Expenses : Any reasonable travel and out of pocket expenses wholly and necessarily incurred on Company business will be reimbursed to you in line with OT Privacy Software Private Limited expenses policy in force from time to time.

Health & Safety: You are responsible for taking reasonable care for health & safety of yourself and other persons who may be affected by your acts at work. You are also responsible for complying with all enactments, regulations and Company rules in this respect.

4. Working Hours: The normal expected standard working hours are 9.30 am to 6.30 pm from Monday to Friday. However, there may be occasions where you may be required to work beyond these hours and you are expected to cooperate accordingly. Your salary includes compensation for any such additional hours

5. Position: As a Software QA Analyst you will be to carry out, but not limited to, following activities:

- You will be based out of our Bangalore office
- Your job may require you to travel both in India and abroad
- Contribute in all phases of the development lifecycle for our application suite
- Enhance existing applications to meet business and development requirements.
- Ensure quality by using industry accepted best practices for development.

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- Communicate with technical architects on technical aspects and business analysts on functional requirements.
- Continuous learn new technologies / methodologies and build domain expertise for the privacy industry
- Contribute to development and planning of all manual testing activities related to enterprise software development with enthusiasm and a natural ability to deliver on short timelines
- Work in an Agile environment showcasing good organization and reporting skills
- Work with R&D, product management, and other functional teams to own, and deliver on test plans

- **Probation and Confirmation:**

You will be on probation for a period of 6 months from the date of joining duty. However there will be an interim review after completion of 3 months. Your performance will be evaluated during the interim review to assess your potential for continued employment. During this period if the management is not satisfied with your work and conduct, your services are liable to be terminated with two weeks' notice period. However the Management reserves the right to fix the last working day which can be on or before the completion of the notice period, based on the deliverables. After assessment of your work we will either confirm your employment or extend your probation for 3 more months. On confirmation as a regular employee, you will be required to give one month's notice in case you decide to leave our services subject to the Company's discretion. Similarly; the Company can terminate your services by giving one month's notice. The Company may terminate your services immediately on disciplinary grounds.

6. Separation with no Cause. For separation with no Cause, either party may give notice of separation of employment at any time, subject to one month's notice in writing. Following any termination of the period of Employment, you shall fully co-operate with the Company in all matters relating to the winding up of pending work on behalf of the Company and the orderly transfer of work to other employees of the Company. You agree that all property, including, without limitation, all equipment, tangible proprietary information documents, books, records, reports, notes, contracts, lists, computer disks (and other
computer-generated files and data) and copies thereof, created on any medium and furnished to, obtained by, or prepared by you in the course of or incident to your Employment, belongs to the Company and shall be returned promptly to the Company upon termination of the period of Employment.

7. Separation for Cause. At any time, by notice to you specifying the reason for termination, the Company may terminate your employment for cause (as defined below): The Company shall pay you all compensation then due and owing, together with accrued vacation pay and benefits prior to the date of termination and any variable performance pay that has accrued or been declared but that has not yet been paid. Termination for "cause" means the failure on your part to properly carry out your duties after notice by the Company of the failure to do so and an opportunity for you to correct the same within a reasonable time from the date of receipt of such notice, conviction for theft, fraud or another serious crime by a court of competent jurisdiction, or dishonesty or gross, willful and persistent misconduct by you involving the property, business or affairs of the Company or the carrying out of your duties

8. Modification. The terms of this letter of agreement between you and the Company may be amended only by an agreement in writing signed by you and the Company.

9. Voluntary Agreement. You represent and agree that you have reviewed all aspects of the terms set forth in this letter, have carefully read and fully understand all of its provisions, have had the opportunity to review any and all of its aspects

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

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with legal, tax or other advisors of your choice, and, by your signature below, are voluntarily entering into this agreement with the Company.

10. Pre-Joining requirements: On the date of joining, please submit the following documents: -

- Three passport size photographs
- Copies of all educational certificates
- Relieving letter from previous employers
- Experience certificate from other previous employers
- Proof of date of birth & permanent address
- Last salary slip / Proof of last salary drawn

- Form 16, if paying tax previously
- Photo ID Proof (Pan Card)
- All utilized pages of your passport (In case you do not have please apply for the same)

Date of reporting: We hope that you find the foregoing terms acceptable. Please indicate your agreement with these terms and accept this offer by signing and dating the enclosed duplicate original of this letter and returning them to us.

You are required to report to the office of **OT Privacy Software Private Limited** on or before July 1, 2019.

The terms of this offer are strictly confidential between you and **OT Privacy Software Private Limited**

Please do confirm your acceptance of this offer. You will be governed by the rules, regulations and policies of the Company as applicable to you.

All the benefits as per the Company's polices, which are subjected to change from time to time.

We look forward to welcoming you to OT Privacy Software Private Limited and we are confident that you will make an important contribution to our growth and development, while enriching and taking your own career forward at a rapid pace.

If you should wish to clarify any aspects of this offer, please do not hesitate to contact me.

Sincerely,

Hemanth Kumar

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Human Resources
OT Privacy Software Private Limited

Annexure 1

Compensation Break up

Name: Chandrachud M S
Designation: Software QA Analyst

Components	Annual CTC	Monthly CTC
BASIC	225,000	18,750
HRA	90,000	7,500
Conveyance Allowance	19,200	1,600
Medical Allowance	15,000	1,250
Employer PF contribution	27,000	2,250
Other Allowance	73,800	6,150
Total CTC	450,000	37,500

Note:

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The above are subject to applicable taxes as per the Indian Income tax guidelines. All other terms and conditions of your appointment, not specifically altered by this letter, remain unchanged. Your compensation is personal & confidential to you. Sharing/discussing the same with anybody other than the designated authority is not permitted.

By Signing and dating this letter below, I, CHANDRACHUD.M.S, accept the job offer of

Software QA Analyst by **OT Privacy Software Private Limited**

Signature: M.S.Chandra

Date: 7/9/2018

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OneTrust
Privacy Management Software

December 26, 2018

Dear Chandra Chud,

We are pleased to offer you the position of Intern for a period of 16 weeks from 15th January 2019. You will report to Ramaswamy Meka.

Intern Salary: Your intern fee is INR 15,000 per month, payable on a monthly basis on the last working day of the month.

Non-Contractual Benefits: Our Company from time to time establishes programs which may provide you with benefit which are not part of this agreement. Such programs may be amended, suspended or discontinued at the company's sole discretion.

Termination: During the period of internship agreement, either party may terminate this agreement by giving one (1) month notice in writing or intern fee in-lieu of notice period if required.

We welcome you and look forward to working with you.

To indicate your acceptance, kindly sign a copy of this letter and return it to us as soon as possible.

The terms and conditions of internship are set out in this letter:

Best regards,

Human Resources

Agreed to and Accepted: M.S. Chudl.

[CHANDRACHUD - M.S]

Candidate Name Date 27/12/2018

OT Privacy Software Private Limited
Registered Office: 9/3, Nitesh Broa... G Road, Karnataka, India
CIN: U729...

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Chandrachud M S August 31, 2018

Employee Confidentiality & Intellectual Property Agreement

As a condition of my employment with **OT Privacy Software Private Limited**, its subsidiaries, affiliates, successors or assigns (together "the Company"), and in consideration of my employment with the Company effective July 1, 2019 and my receipt of the compensation now and hereafter paid to me by Company, I agree to the following:

NONDISCLOSURE of CONFIDENTIAL INFORMATION

1. Company Information: I agree at all times during the term of my employment and thereafter, to hold in strictest confidence, and not to use, except for the benefit of the Company, or to disclose to any person, firm or corporation without written authorization from one of the directors of the company, any Confidential Information of the Company. I understand that "Confidential Information" means any Company proprietary information, technical data, trade secrets or know-how, including but not limited to: research, product plans, products, services, customer lists and customers (including but not limited to: customers of the Company on whom I called or with whom I became acquainted during the term of my employment), markets, software, developments, inventions, processes, formulas, technology, designs, drawings, engineering, hardware configuration information, marketing, finances and other business information disclosed to me by the Company either directly or indirectly in writing, orally or by drawings or observation of parts or equipment. I further understand that Confidential Information does not include any of the foregoing items which has become publicly known and made generally available through no wrongful act of mine or of others who were under confidentiality obligations as to the item or items involved.

2. Company Property: All documents, software code, development artefacts, inventions, processes, formulas, technology, designs, drawings, engineering, hardware configuration information, marketing, finances and other business information correspondence, and/or other materials developed by employee while employed by Company shall be the sole and exclusive property of Company, its successors and assigns. Employee hereby assigns and grants to Company and Company hereby accepts from Employee, all of Employee's right, title and interest to the Contract Work, including, but not limited to, work which is subject to copyright under the Indian Copyright Act

3. Former Employer Information: I agree that I will not, during my employment with the Company, improperly use or disclose any proprietary information or trade secrets of any former or concurrent employer or other person or entity and that I will not bring onto the premises of the Company any unpublished document or proprietary information belonging to any such employer, person or entity unless consented to in writing by such employer, person, or entity.

4. Third Party Information: I recognize that the Company has received and in the future will receive from third parties their confidential or proprietary information subject to a duty on the Company's part to maintain the confidentiality of such information and to

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TECHNOLOGY UNIVERSITY, C=IN
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OneTrust
Privacy Management Software

use it only for certain limited purposes. I agree to hold all such confidential or proprietary information in the strictest confidence and not to disclose it to any person, firm, or corporation or to use it except as necessary in carrying out my work for the Company consistent with the Company's agreement with such third party.

Chandrachud M S August 31, 2018

RETURNING COMPANY DOCUMENTS

I agree that, at the time of leaving the employ of the Company, I will deliver to the Company (and will not keep in my possession, recreate or deliver to anyone else) any and all devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings blueprints, sketches, materials, equipment, other documents or property, or reproductions of any aforementioned items developed by me pursuant to my employment with the Company or otherwise belonging to the Company, its successors, or assigns.

REPRESENTATIONS

I agree to execute any proper oath or verify any proper document required to carry out the terms of this Agreement. I represent that my performance of all the terms of this Agreement will not breach any agreement to keep in confidence proprietary information acquired by me in confidence or in trust

prior to my employment by the Company. I have not entered into, and I agree I will not enter into, any

oral or written agreement in conflict herewith.

EQUITABLE REMEDIES

I agree that it would be impossible or inadequate to measure and calculate the Company's damages from any breach of the covenants set forth in this Agreement. Accordingly, I agree that if I breach any of these covenants, the Company will have available, in addition to any other right or remedy available, the right to obtain an injunction from a court of competent jurisdiction restraining such breach or threatened breach and to specific performance of any such provision of this Agreement. I further agree that no bond or other security shall be required in obtaining such equitable relief and I hereby consent to the issuance of such injunction and to the ordering of specific performance.

GENERAL PROVISIONS

1. Entire Agreement: This Agreement sets forth the entire agreement and understanding between the Company and me relating to the subject matter herein and merges all prior discussions between us. No modification of or amendment to this agreement, nor any waiver of any rights under this agreement, will be effective unless in writing signed by the party to be charged. Any subsequent change or changes in my duties, salary or compensation will not affect the validity or scope of this Agreement.

Signature Not Verified

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2. Severability: If one or more of the provisions in this Agreement are deemed void by law, then the remaining provisions will continue in full force and effect.

3. Successors and Assigns: This Agreement will be binding upon my heirs, executors, administrators, and other legal representatives and will be for the benefit of the Company, its successors, and its assigns.

CHANDRACHUD.M.S	M.S. Chandra	7/9/2018
Print Name	Signature	Date

Signature Not Verified
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Conflict of Interest

OT Privacy Software Private Limited, (hereafter referred to as "the Company"), employees have an obligation to promote and act in the best interest of the Company at all times. The Company employees should avoid any action which may involve a conflict of interest with the Company.

The Company recognizes and respects that directors, officers and employees may take part in legitimate financial, business and other activities outside their jobs. However, those activities must be lawful and free of conflicts with their responsibilities as <Company> directors, officers and employees and to act in the best interest of <Company>.

Employees must also avoid apparent conflicts of interest, which occur where a reasonable observer might assume there is a conflict of interest and, therefore, a loss of objectivity in their dealings on behalf of the Company. If you have any questions whether your action could be construed as a conflict of interest or not, you must discuss it with your manager.

What you are expected to do as the Company's director, officer or employee:

Disclose your outside business activities, financial interests or relationships that may present a possible conflict of interest or the appearance of a conflict, especially where your financial interest in a company could affect the Company's business with that company. Make your disclosures in writing to your supervisor. In particular:

(1) Obtain necessary approvals from the Company before accepting a position as an officer or director of an outside business which is not affiliated with the Company.
(2) Obtain the approval of your supervisor when accepting a board position with a not-for-profit entity, when there may be Company's business relationship with the entity or an expectation of financial or other support from the Company.
(3) Do not take another job, full-time, part-time or as a contractor without prior disclosure to and approval by your manager. No position should be accepted where you may be tempted or expected to spend time on that job during your normal Company working hours or use the Company's resources and property.
(4) Do not, without the express written consent of the Company, directly or indirectly (as a director, officer, employee, manager, consultant, independent contractor, advisor or otherwise), engage in competition with, or own any interest in, perform any services for, or otherwise participate in any business or organization which engages in competition with the Company or any subsidiary thereof.

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Avoid actions or relationships which might conflict or appear to conflict with your job responsibilities or the interests of the Company. Conflicting situations may include but are not limited to:

(1) Receiving Gifts:

In order to avoid a conflict of interest, an employee's decision to give or receive a gift must be made in the best interest of the Company. In reaching business decisions, an employee should not be influenced by the acceptance of gifts from a current or prospective customer, vendor, partner, etc. The Company may view the receipt of such gifts as inappropriate. If you have any questions about the appropriateness of a gift, please ask your manager or the legal department prior to acceptance. Likewise, it is inappropriate to offer a gift to a current or prospective customer, vendor, partner without prior approval from your manager and the legal department.

What constitutes a "gift"? Gifts include any tangible item or service/activity including tickets to sporting events or other entertainment that could lead to the creation of an obligation, perceived or actual.

Gifts of nominal value ($25), especially sales novelty items or other items generally regarded as advertising specialties on which the supplier's name typically appears are generally acceptable.

(2) Employment of Relatives:

If you and members of your family are employed by the Company, one may not supervise the other without permission from your direct supervisor. Family members include the employee's spouse, child, parent, parent-in-law, grandparent, grandchild, son/daughter-in-law, step-parent, sibling, sibling-in-law, child of the employee's spouse or domestic partner, and any relative living in the household of the employee. Should two employees who work together or supervise each other enter into a personal, non-work related relationship, the relationship must be reported to Human Resources immediately. One or both employees may have to be transferred. Failure to report to Human Resources may lead to further disciplinary action.

For purposes of this policy, a personal relationship is a relationship of a romantic or intimate nature or of a character that could result in an allegation of conflict of interest or inappropriate behavior. Employees should err on the side of disclosure as openness helps to avoid future misunderstandings.

(3) Promotion of Outside Business:

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02.02.2024 22:35

Do not promote or assist an outside business or not-for-profit activity using your Company's position, such as by directing business to a supplier that is owned or managed by a relative or close friend.

Chandrachud M S	M.S Chandrachud.	7/9/2018
Name	Signature	Date

Signature Not Verified
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02.02.2024 22:35

BOSCH

* Personal and Confidential *

Mr.Charan D S,
2417,Chickpete,
Doddaballapura,
Bangalore.

Robert Bosch Engineering
and Business Solutions
Private Limited,
123 Industrial Layout,
Hosur Road, Koramangala,
Bangalore - 560 095, India.
Tel: +91 080 6657 5757
Fax: +91 080 6657 1404
CIN: U72400KA1997PTC023164
www.bosch-india-software.com

Our reference: **RBEI/HRL/2019/1777** Date: 29.04.2019

Dear Charan D S,

This has reference to your application and the subsequent interview/s you had with us. We are pleased to appoint you as '**Associate Software Engineer**' at RBEI at '**Level 50**' as detailed below.

1. Training Period

You will be on training for a period of 2 months from the date of you joining the organization. The company may periodically evaluate your performance during the training period. If you fail to qualify as per the minimum prescribed performance standards, the company reserves the right to decide on the continuance of your employment.

2. Compensation

- Your annual CTC (Cost to Company) will be **Rs.5,00,000/-** (Rupees Five Lakhs only) per annum. Your CTC will comprise of Basic Salary, Buffet of Benefits (BoB), Variable Pay (CPrP) and Retirals benefits. The salary will be governed by the prevailing employment policies of the company as in force from time to time.
- The Variable Pay (CPrP - Company Performance related Pay) planned for the year 2019 (payable in April-2020)- at factor EAV 1.0 of company performance is 10% of the Annual Earned Salary (Basic Salary + Buffet of Benefits) for associates at your level. However, the actual amount will depend upon the company goal achievements. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus.
- Please refer to **Annexure I** to know more details about your compensation package.

Your remuneration is strictly confidential between you and the Company. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

3. Retiral Benefits

3.1 Company's contribution towards Provident Fund at 12% of the basic salary per month
3.2 You will be eligible for Gratuity as per the Gratuity Act 1972 and the rules made there under.
3.3 You will also be eligible to subscribe under National Pension System (Optional) as per the policy.

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BOSCH are Trademarks of Robert Bosch GmbH, Germany

BOSCH

4. Extended Benefits

During your employment tenure with us, you will be covered under company provided insurance:

4.1 Hospitalization Insurance - for self and family (for spouse and children up to the age 23 years).

4.2 Personal Accident Insurance - for self only

4.3 Life Insurance - for self only

The aforementioned perquisites are subject to alteration and amendment.

5. Salary Revision and Benefits

Salary shall be reviewed on an annual basis and you shall be notified of the amount of your salary entitlement for the succeeding year,depending on performance during the year.

6. Eligibility

This offer of employment is valid subject to you scoring a minimum of 70% aggregate with no current backlogs in Degree and 70% score consistently from SSLC onwards.

7. Retirement

You will retire from the services of the company on attaining the age of superannuation. The retirement age in Bosch is 60 years.

8. Leave Benefits

You will be entitled to 18 days of Earned Leave, 12 days of General Leave, subject to the terms and condition as per the prevailing leave policy.

9. Integrity

Each employee at Bosch is committed to ensure integrity in all aspects of their functioning. You are expected to comply with the policies as listed in the code of Business Conduct of the company as they form an integral part of the terms of your employment with Bosch. You are required to read and agree to the Rules & Regulations of Service and Conduct as listed in the **Annexure III.**

10. Conditions of Hire

10.1 The assignment offered to you is on a whole time basis. You will not carry on or be concerned with any business of your own or on behalf of anyone else directly or indirectly, nor shall you take up other business or be associated with any other business with or without remuneration during the course of employment with the company. Further, if you have any trade or business interest and have any existing connection or future connection with the Company as suppliers, dealers, agents or contractors thereof, you are obligated to disclose such connection to the Company at the time of joining, if there is a present connection and inform the management of the Company on becoming aware of any proposed transactions through such relations in the future.

10.2 If the Company sends you on training including research and development activities, to another country or a place in India with a view to benefit the Company in pursuance of its business objectives, which will be at an additional cost to the Company, you agree not to accept employment in a company in competition with RBEI and/ or undertake a business that is in competition with RBEI. In the event you leave the Company within **One Year** after such training period, the Company will be entitled to recover the costs from you, incurred by the Company towards such training; you may be required to sign a bond to that effect.

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02.02.2024 22:35

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10.3 You have to submit a copy of your current Degree certificate / Provisional certificate and all semester marks sheets / Consolidated mark sheet on your said date of joining.

11. Transferability

Initially you will be posted at our Bangalore/Coimbatore location, however you may be transferred to provide your services to any of our existing/ future establishments, sister concerns of Bosch or at our client location situated within India or abroad depending upon the company's requirements on the same terms and conditions of this letter and any additional terms that may be applicable to you as per Company policies. In case you are deputed abroad, you will be required to fulfil the conditions regarding financial security and minimum service subsequent to such deputation as per the Company's Policy.

12. Information

In accordance with the provisions of the Companies Act 1956, you are required to disclose your relations or business connections, if any, with the Directors of this Company. You are required to furnish these details in your job application form and return to us. You are also required to disclose information regarding any posts held by you including any honorary position.

13. Termination

The notice period for termination of employment on either side will be Three months. When payment in lieu of notice is offered by the management or the employee, the notice pay shall mean only the basic salary and does not include cash equivalent of any allowances, etc.

Payment in lieu of notice shall be subject to acceptance of the same by the Company considering unfinished tasks, projects on hand, work in progress, etc. You shall not be deemed to have been relieved of your services except upon issue of a letter to that effect.

14. Medical Fitness

This offer is provisional, subject to you being declared medically fit by our Medical Officer. On the day of joining you are required to furnish an eye fitness certificate as mentioned in the **Annexure II** appended to this letter.

15. Personal Information

This employment offer is made based on the information given by you in the RBEI application form submitted to us. In case company finds at any time, the information given by you is not correct, untrue or incomplete, the company shall have the right to dismiss you from your employment at any time without notice or salary in lieu of notice period.

16. Background Check and References

Your appointment is contingent upon satisfactory report on the background check conducted by our company's approved agency relating to your education and address.

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

Signature Not Verified

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02.02.2024 22:35

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17. Acceptance and Commencement

Your appointment will be confirmed upon receiving your acceptance to this offer letter. Your functional area, location and date of joining will be informed later.

To confirm your acceptance, you are requested to communicate the acceptance of this offer within 7 days from the date of receiving this letter, to your placement officer.

We welcome you to the organization and look forward for a long and mutually beneficial association.

Please note, you are not eligible for company sponsored accommodation, therefore, you are advised to identify your suitable accommodation facility in advance of your joining.

Please sign and return the copy of this letter as a token of your acceptance of above terms and conditions at the time of your joining.

Robert Bosch Engineering and Business Solutions Private Limited

Manikkanddan K E
Senior Manager
(Human Resources)

Bharath Kakaiah
Senior HR Officer
(Human Resources)

I agree and accept the above terms and conditions and confirm that I will join duty on June 10

Charan S — Name

Charan S — Signature

11-05-2019 — Date

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

Signature Not Verified

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02.02.2024 22:35

BOSCH

Annexure I

Personal and Confidential

29.04.2019

Compensation and Benefits Plan

Name:	Mr.Charan D S
Qualification:	B.Tech/BE
Designation:	Associate Software Engineer
Level:	50

Components	**Per Month**	**Per Annum**
	Rs.	**Rs.**
Cash Components		
Basic Salary	12500	150000
Buffet of Benefits (HRA, Conveyance, Medical, LTA, SAF Contribution, etc)	23469	281625
Total	**35969**	**431625**
Retirals / Statutory Contribution		
Company Contribution towards PF (12% of Basic Salary)	1500	18000
Gratuity (4.81% of Basic Salary)**	601	7215
Total	**2101**	**25215**
Variable Pay		
Company Performance related Pay - CPrP at factor EAV 1.0 company achievement		43163
Total Cost to Company	**38070**	**500000**
National Pension System (NPS) Optional - Employer Contribution		**12495**

Manikkanddan K E
Senior Manager
(Human Resources)

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

Bharath Kakaiah
Senior HR Officer
(Human Resources)

Charan. S

* The aforementioned perquisites are subject to alteration and amendment.

** Eligibility for Gratuity is as per Payment of Gratuity Act 1972

Signature Not Verified

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CS.

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*** Personal and Confidential ***

Mr.Charan D S,
2417,Chickpete,
Doddaballapura,
Bangalore.

Robert Bosch Engineering
and Business Solutions
Private Limited,
123 Industrial Layout,
Hosur Road, Koramangala,
Bangalore - 560 095, India.
Tel: +91 080 6657 5757
Fax: +91 080 6657 1404
CIN: U72400KA1997PTC023164
www.bosch-india-software.com

Our reference: **RBEI/HRL/2019/1777** Date: 29.04.2019

Dear Charan D S,

This has reference to your application and the subsequent interview/s you had with us. We are pleased to appoint you as **'Associate Software Engineer'** at RBEI at **'Level 50'** as detailed below.

1. Training Period

You will be on training for a period of 2 months from the date of you joining the organization. The company may periodically evaluate your performance during the training period. If you fail to qualify as per the minimum prescribed performance standards, the company reserves the right to decide on the continuance of your employment.

2. Compensation

- Your annual CTC (Cost to Company) will be **Rs.5,00,000/-** (Rupees Five Lakhs only) per annum. Your CTC will comprise of Basic Salary, Buffet of Benefits (BoB), Variable Pay (CPrP) and Retirals benefits. The salary will be governed by the prevailing employment policies of the company as in force from time to time.
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- Please refer to **Annexure I** to know more details about your compensation package.

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BOSCH

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During your employment tenure with us, you will be covered under company provided insurance:

4.1 Hospitalization Insurance - for self and family (for spouse and children up to the age 23 years).

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Salary shall be reviewed on an annual basis and you shall be notified of the amount of your salary entitlement for the succeeding year,depending on performance during the year.

6. Eligibility

This offer of employment is valid subject to you scoring a minimum of 70% aggregate with no current backlogs in Degree and 70% score consistently from SSLC onwards.

7. Retirement

You will retire from the services of the company on attaining the age of superannuation. The retirement age in Bosch is 60 years.

8. Leave Benefits

You will be entitled to 18 days of Earned Leave, 12 days of General Leave, subject to the terms and condition as per the prevailing leave policy.

9. Integrity

Each employee at Bosch is committed to ensure integrity in all aspects of their functioning. You are expected to comply with the policies as listed in the code of Business Conduct of the company as they form an integral part of the terms of your employment with Bosch. You are required to read and agree to the Rules & Regulations of Service and Conduct as listed in the **Annexure III.**

10. Conditions of Hire

10.1 The assignment offered to you is on a whole time basis. You will not carry on or be concerned with any business of your own or on behalf of anyone else directly or indirectly, nor shall you take up other business or be associated with any other business with or without remuneration during the course of employment with the company. Further, if you have any trade or business interest and have any existing connection or future connection with the Company as suppliers, dealers, agents or contractors thereof, you are obligated to disclose such connection to the Company at the time of joining, if there is a present connection and inform the management of the Company on becoming aware of any proposed transactions through such relations in the future.

10.2 If the Company sends you on training including research and development activities, to another country or a place in India with a view to benefit the Company in pursuance of its business objectives, which will be at an additional cost to the Company, you agree not to accept employment in a company in competition with RBEI and/ or undertake a business that is in competition with RBEI. In the event you leave the Company within **One Year** after such training period, the Company will be entitled to recover the costs from you, incurred by the Company towards such training; you may be required to sign a bond to that effect.

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

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10.3 You have to submit a copy of your current Degree certificate / Provisional certificate and all semester marks sheets / Consolidated mark sheet on your said date of joining.

11. Transferability

Initially you will be posted at our Bangalore/Coimbatore location, however you may be transferred to provide your services to any of our existing/ future establishments, sister concerns of Bosch or at our client location situated within India or abroad depending upon the company's requirements on the same terms and conditions of this letter and any additional terms that may be applicable to you as per Company policies. In case you are deputed abroad, you will be required to fulfil the conditions regarding financial security and minimum service subsequent to such deputation as per the Company's Policy.

12. Information

In accordance with the provisions of the Companies Act 1956, you are required to disclose your relations or business connections, if any, with the Directors of this Company. You are required to furnish these details in your job application form and return to us. You are also required to disclose information regarding any posts held by you including any honorary position.

13. Termination

The notice period for termination of employment on either side will be Three months. When payment in lieu of notice is offered by the management or the employee, the notice pay shall mean only the basic salary and does not include cash equivalent of any allowances, etc.

Payment in lieu of notice shall be subject to acceptance of the same by the Company considering unfinished tasks, projects on hand, work in progress, etc. You shall not be deemed to have been relieved of your services except upon issue of a letter to that effect.

14. Medical Fitness

This offer is provisional, subject to you being declared medically fit by our Medical Officer. On the day of joining you are required to furnish an eye fitness certificate as mentioned in the **Annexure II** appended to this letter.

15. Personal Information

This employment offer is made based on the information given by you in the RBEI application form submitted to us. In case company finds at any time, the information given by you is not correct, untrue or incomplete, the company shall have the right to dismiss you from your employment at any time without notice or salary in lieu of notice period.

16. Background Check and References

Your appointment is contingent upon satisfactory report on the background check conducted by our company's approved agency relating to your education and address.

Signature Not Verified
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17. Acceptance and Commencement

Your appointment will be confirmed upon receiving your acceptance to this offer letter. Your functional area, location and date of joining will be informed later.

To confirm your acceptance, you are requested to communicate the acceptance of this offer within 7 days from the date of receiving this letter, to your placement officer.

We welcome you to the organization and look forward for a long and mutually beneficial association.

Please note, you are not eligible for company sponsored accommodation, therefore, you are advised to identify your suitable accommodation facility in advance of your joining.

Please sign and return the copy of this letter as a token of your acceptance of above terms and condition at the time of your joining.

Robert Bosch Engineering and Business Solutions Private Limited

Manikkanddan K E
Senior Manager
(Human Resources)

Bharath Kakaiah
Senior HR Officer
(Human Resources)

I agree and accept the above terms and conditions and confirm that I will join duty on _____

_____ _____ _____

Name Signature Date

Signature Not Verified

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BOSCH

Annexure I

Personal and Confidential

29.04.2019

Compensation and Benefits Plan

Name:	Mr.Charan D S
Qualification:	B.Tech/BE
Designation:	Associate Software Engineer
Level:	50

Components	**Per Month**	**Per Annum**
	Rs.	**Rs.**
Cash Components		
Basic Salary	12500	150000
Buffet of Benefits (HRA, Conveyance, Medical, LTA, SAF Contribution, etc)	23469	281625
Total	**35969**	**431625**
Retirals / Statutory Contribution		
Company Contribution towards PF (12% of Basic Salary)	1500	18000
Gratuity (4.81% of Basic Salary)**	601	7215
Total	**2101**	**25215**
Variable Pay		
Company Performance related Pay - CPrP at factor EAV 1.0 company achievement		**43163**
Total Cost to Company	**38070**	**500000**
National Pension System (NPS) Optional - Employer Contribution		**12495**

Manikkanddan K E
Senior Manager
(Human Resources)

Bharath Kakaiah
Senior HR Officer
(Human Resources)

* The aforementioned perquisites are subject to alteration and amendment.

** Eligibility for Gratuity is as per Payment of Gratuity Act 1972

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU
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02.02.2024 22:35

McKinsey&Company

CONFIDENTIAL

October 5, 2018

Chirag R
Bengaluru

Dear Chirag:

We are pleased to offer you an **Internship** position at McKinsey & Company India LLP, at Bangalore, from **January 07, 2019 to July 05, 2019**. And At the end of your internship period, your performance shall be assessed and you may receive an offer for **full time employment**. This offer is at the sole discretion of McKinsey & Company India LLP and shall be made based on various factors including performance during the internship period and availability of positions. Our offer terms are as follows:

1. Your monthly stipend will be **INR 50,000** per month, subject to statutory deductions. During your internship, you will have access to the lunch and transport facility.
2. Our normal office hours are 0900 to 1800, Monday to Friday, with one hour for lunch. You are expected to work five days a week and you will not be entitled to overtime pay.
3. You will be covered under the Firm's life insurance plan during your internship.
4. Kindly note, the company reserves the right to terminate the internship with or without notice in case of gross misconduct/disciplinary issues, poor performance, violation of ethical standards and/or Firm's values and standards,fraud, etc. In case of any other reason apart from the ones stated above, this contract can be terminated by either of the parties, by giving 15 days' notice in writing.

Please indicate your acceptance by countersigning the second copy of this letter and returning it to us. We understand that you will start work no later than **January 07, 2019.**

We wish you success and hope this will be a great learning experience.

For McKinsey & Company India LLP

Lalatendu Das

Digitally signed by Lalatendu Das
Date: 2018.10.05 11:00:00 +05'30'

Lalatendu Das,
Digital VP

Chiragk
26/11/18

McKinsey & Company India LLP
A Limited Liability Partnership with LLP Identity number AAB-6563
Nalapad Brigade Centre, 6th Floor (Unit 603 & 604),
No. 493, Whitefield Main Road, Mahadevapura,
Krishnarajapuram Hobli, Bangalore - 560 048, India
Telephone +91 (80) 6758 8002

Regd. Office: S-405 (LGF), Greater Kailash - II, New Delhi

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02.02.2024 22:35

Continental

17th Dec 2018 HR/Project/19

Ms. Deepali K Kashyap
Bangalore

Sub: Internship with Continental Automotive (India)

Dear Deepali K Kashyap,

Thank you for your interest in discussing an internship opportunity with us, we have pleasure in Offering you internship facility with us for duration of 6 months starting from 07th Jan 2019 to 05th Jul 2019, as per the following condition

1. You will be working with **PSS** business unit as a Support for a **new Concept Prototype development**, in the area of ACU System Validation project under the guidance of Mr. Kumar Dinker.

2 You will be paid a stipend of Rs.12,000/- (Rupees Twelve Thousand Only) per month by 7th of the following month. Please submit a cancelled cheque for the same to be deposited to your account.

3 You are not allowed to take any other internship assignment or employment without our written permission during this period.

4 You will not divulge to any person, firm or company any secrets or information, which you may come into possession in the course of your internship, concerning the business affairs of the Company.

5 No optical /magnetic media such as floppy disks, magnetic tape cartridge, digital audio tapes, magnetic tapes, hard disks, optical disks, CD-ROMs etc. shall be allowed to be brought into or taken out by you from Continental premises.

6 You will receive an internship completion certificate upon successful fulfillment of the assignment

Kindly return the duplicate copy of this letter, duly countersigned by you, in token of your acceptance of the terms & conditions stipulated herein and enclosed.

We wish you a successful association with Continental Automotive

Sincerely,

Sudeepth Puthumana
General Manager – PSS,R&D

Ajay Kumar
Country HR Head-Continental,India

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

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20th December, 2018

Deepali K Kashyap,

#130, 'Sudeepa', 23rd main, B-block,

3rd Stage, Vijayanagar, Mysore - 570030.

Sub: Offer of Internship

Dear Deepali,

Thank you for investing your time to pursue an opportunity with Schneider Electric India Private Limited.

We are delighted in offering you an internship with Schneider as an "Intern".

Following are the terms and conditions connected with your employment:

1. **Compensation & Benefits:**

During the period of internship, you will receive a stipend of INR 25,000 per month. You will not be entitled to any other allowances or benefits during the period of internship. You will receive the stipend in Bank Account.

2. **Employment Conditions:**

Your services will be governed by general service conditions as given below:

a) ***Internship Period:*** The internship shall be for a period of 5 months starting 7th January 2019 till 7th June 2019. During the internship, you will be under the Guidance of **Mr Santosh Subramanya** Schneider Electric.

b) ***Working Hours***: The regular working hours will be from Monday to Friday starting from 8:00 a.m. to 5:00 p.m.

c) ***Leave:*** You will be entitled for one day leave, each month during the period of internship. Leave can be availed based on the approval of the concerned Manager

d) ***Code of Conduct***: You are expected to operate with the highest degree of initiative, economy, efficiency and responsibility. You will at all time act bearing in mind the best interests of the company.

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e) ***Termination:*** During the internship period, however, the company has the sole right to terminate your services without giving any notice in case of low performance or disciplinary issues.

f) ***Confidentiality:*** 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 the company. Therefore, you have to ensure that you maintain confidentiality of all the information made available to you during the internship programme, and also you shall not divulge or disclose any such Confidential Information even after the completion of the Internship programme directly or indirectly without explicit consent of the Company.

g) ***Protection of Interest***: If you conceive any new or advanced methods of improving process / formulae / system in relation to the operation of the Company, such development should be fully communicated to the company and will be and remain sole right / property of the company.

h) During the period of internship, the company will be at liberty to extend the internship period, if it so desires at its sole discretion.

i) You will be considered for regularization of services, i.e., Pre-Placement Offer, in the company based on your performance during the internship and subject to requirement of the Company.

j) In the event of discontinuation of internship, either side will give a prior notice in writing. However, your notice of discontinuation shall be subject to the terms and condition stated in the Service Agreement.

k) Your stipend payment term is strictly confidential between you and the Company. You will be obliged to maintain absolute secrecy of the terms and conditions.

3. Our Principles Of Responsibility

As an employee of the Company, you shall always abide by the Principles of Responsibility of the Company, a copy of which shall be separately provided to you. You understand clearly that any conduct which is not compliant to the said Principles shall be treated gross violation of the terms of your contract with the Company.

Schneider Electric India Pvt. Ltd.
Bearys Global Research Triangle,9th Floor, Sy.No 63/3 & 64/2, Hoodi Village,Bidarahalli Hobli, Bangalore East Taluk,Whitefield Ashram Road,Bangalore-560048

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In particular you shall inter- alia comply with the following

1. **CONFIDENTIALTY**

a. You understand and agree that the Company is engaged in a highly competitive business; that the Company has invested considerable resources of its time and money in developing its products, services, supply sources, vendors, goodwill, clients, techniques, client lists, manuals, software, drawings, designs, technical data tools, records, documents, and other trade secrets and confidential information; that the success of the Company depends, among other things, Upon maintaining strict secrecy of the Confidential Information and that upon and during your Employment the Company has provided and will provide you access to and valuable knowledge. Regarding the Company's trade secrets and confidential information, and that the Company's willingness to employ you and to provide you access to its trade secrets and confidential information is strictly conditioned upon:

(i) the protection of the Company's trade secrets and confidential information for the Company's sole and exclusive benefit,

(ii) the retention of your expertise and leadership for the sole and exclusive benefit of the Company; and not for any competitor, and

(iii) the protection of the Company against your use for the benefit of any competitor of the valuable skills you will acquire, develop and/or refine by virtue of employment with the Company under this Agreement

You will not at any time, without the consent of the Appointing Authority, disclose or divulge or make public except on legal obligation any information about the Company's business and affairs or secrets whether the same may be confided to you or become known to you in the course of your services with the Company or otherwise, to any other individual or Institution or any customer, while in the services of the Company or even after you leave the services.

b. You shall not, without the prior written consent of the Company (which may be given or withheld at the absolute discretion of the Company), whether directly or indirectly, publish any opinion, fact or material or deliver any lecture or address or communicate with any representation of the media or at any public forum any Confidential Information.

c. You acknowledge and agree that in the event of any breach of any covenant or promise set forth herein, the Company shall be entitled to seek judicial remedies for the redress of such breach, including, without limitation, the right to seek injunctive relief.

The term "***Confidential Information***" as used in this Agreement shall mean and include any information, manufacturing process, data, drawings, designs and know-how, marketing strategy, customer database, vendor details, client lists, manuals, records, documents relating to the business of the Company or that of any parent, subsidiary or affiliate of the Company (**Group Company**) that is

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disclosed to an employee by the Company or known by an employee as a result of his/her employment with the Company and not generally within the public domain (whether constituting a trade secret or not).

2. INTELLECTUAL PROPERTY RIGHTS

Any Inventions in whole or in part conceived, made or reduced to practice by you (either solely or in conjunction with others) during or after the term of your employment by the Company which are made through the use of any of the Confidential Information or any of the Company's equipment, facilities, supplies, trade secrets or time, or which relate to the Company's business or the Company's research and development, or which result from any work performed by you for the Company shall belong solely and exclusively to the Company and shall be deemed part of the Confidential Information for purposes of this Agreement, whether or not available in a tangible medium of expression. Without limiting the foregoing, any such Inventions will be deemed to be "*works made for hire*" and the Company will automatically be deemed to be the owner thereof, provided that in the event and to the extent such works are determined not to constitute "*works made for hire*" as a matter of law, you hereby irrevocably assign and transfer to the Company all right, title and interest in and to any such Inventions, including but not limited to all related patents, copyrights and all applications therefor and filings and notifications with respect thereto.

3. NON-SOLICITATION & NON-COMPETITION

a. In consideration of your rights under this Agreement, you shall not, during the course of employment under this agreement and for a period of three (3) years after the date of termination of employment, whether directly or indirectly and whether on your own account or otherwise : (i) canvass, solicit or entice away the Company's business from any of the customers or vendors of the Company; or (ii) induce or seek to induce any employee of the Company to leave his employment with the Company; or (iii) offer employment or an engagement to any employee of the Company or any Group Company.

b. You shall not, during the course of your employment and during the mandatory notice period of three (3) months, subject however to the full and proper handing over charge of obligations and assets, whether directly or indirectly and whether on your own account or otherwise, be employed, engaged, concerned or interested in any trade, occupation or business which is the same or similar to, or which, in the opinion of the Company, is in competition with or is likely to be in competition with the Company or any Group Company in any geographic area in which the Company or such Group company actively engages in or intends to engage in.

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4. GENERAL CONDUCT

You shall abide by all employees related rules, regulations and policies as may be in force from time to time. Details of the general rules of the Company and the provisions relating to other benefits are contained in the Employee Handbook which shall be provided to you..

You shall follow the guidelines as per the Company's Code of Conduct, including but not limited to:

(i) all official procedures of the Company

(ii) immediately inform your superiors of any risks known to you,

(iii) not accept any monetary/non-monetary gift, reward, payment or benefit from any supplier or customer of the Company,

(iv) not make any offer or grant any payment or benefit to any person or organization in exchange for obtaining any contract or orders,

(v) not hold any personal interest in any supplier or a competing business with any person,

(vi) comply with the confidentiality covenants contained herein,

(vii) avoid any behaviour or action which harms or may harm the integrity or interests of the Company,

(viii) in case of possession of price-sensitive information, such information may only be used in the proper execution of your assignment and duties.

(ix) act independently, professionally and honestly with all external business contacts.

(x) avoid conflict of interest, entangling professional and personal interests, or any appearance of such entanglement,

(xi) not enter into private transactions with suppliers and other business contacts of the Company (such as brokers) and not enter into transactions for and on behalf of the Company on terms and conditions other than those used by the Company in the normal course of business,

(xii) you shall obey the lawful and reasonable orders of your superiors and discharge your duties entrusted to you loyally, honestly and diligently,

(xiii) you shall work in cooperation and coordination with other employees so as to facilitate an efficient workflow

(xiv) If it is found that you have misrepresented any information in your application for employment or at the time of interview, or have furnished any false.

(xv) Information or have concealed or suppressed any relevant material facts, your services are liable to be terminated any time, without any notice or compensation in lieu thereof.

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5. **EQUAL EMPLOYMENT OPPORTUNITIES**

The company and its policies actively promote the principles and practices of equal opportunity in the workplace. Harassment and discrimination of any form is taken seriously and may result in termination of employment.

6. As a general rule all employees of the Company are forbidden from receiving gifts in any form, either monetary or in kind or interests from outside parties having interest in or doing business with the Company without the prior written approval of the Managing Director.

7. You must not use your position in the Company for private gain for yourself or for persons with whom you have personal, business, or financial relations or ties. As a representative of the Company, you must avoid actions that could reasonably be expected to adversely affect, or to give the appearance of adversely affecting, the independence and objectivity of your judgment, interfere with the timely and effective performance of your duties and responsibilities, or bring discredit to the Company.

8. You are not authorized to issue any certificate to any employee, customer or supplier of the company without having prior written permission from the management in this regard.

9. You shall be responsible for safe keeping and return in good condition and order, all company property entrusted in your care and charge. The company reserves the right to deduct the money value of such articles or take such action as may be deemed proper, in event of failure to account for such property to its satisfaction.

Above condition/s have been explained to you; and after seeking appropriate advice you have confirmed your understanding of the same in clear terms. You acknowledge the above conditions as absolutely reasonable in scope, time and absolutely necessary for the protection of the Company's legitimate interests, and agree that the knowledge of Company's Confidential Information and trade secrets to which you will gain access constitute a good, sufficient and adequate consideration for the same. Any breach of the above shall be considered as a material breach of contract and Schneider Electric or its Group Company reserves the right to take appropriate legal action for remedy of the same.

4. Pre-condition for Internship:

This letter is issued on the understanding that all the information given by you in our application is correct, true and complete. If it is found at any time that the information given by you is not correct and true and/or you have knowingly suppressed any information, or there is any misrepresentation with regard to academic education, background or work experience the Company will have the right to

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discontinue your internship with us, at any time and without any notice or compensation. This offer stands cancelled if you do not join on the reporting date unless agreed otherwise.

We are excited to welcome you to the Schneider family.

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

For Schneider Electric India Pvt. Ltd.

Runita Verma.

Runita Verma

Director - TAM

I have read, understood and accepted the above. I understand that the terms and conditions are pre-conditions to my being offered employment with the company. I am under no obligation or duress to accept these terms and conditions of employment. I accept them of my own free choice and will.

Signature: ***Name:***

Date: ***Expected date of joining:***

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JOINING FORMALITIES

At the time of your joining, you are requested to bring the following original certificates along with photocopies (A4 size only).

PERSONAL CREDENTIALS	No. OF COPIES
Resume	1
Passport sized photographs	2
PAN card photocopy	1
Passport photocopy	1
Driving license photocopy / ID proof	1
Educational certificates since Class 10th till your last qualification	1

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02.02.2024 22:35

November 21, 2018

Disha S
#1019,11th cross ,Bogadi 2nd stage
Mysuru 570026
India

Private & Confidential

Dear Disha,

INTERNSHIP AGREEMENT

As part of the course curriculum in pursuance of your degree at your College, you had represented that you are required to complete a project assignment with Dell International Services India Pvt Ltd (7450) (Dell or "the Company").

You have approached to do the said Project with Dell and Dell is pleased to offer you an Internship with effect from 14 Jan, 2019 **to** 6 May, 2019**.** You shall take up the said Project with HR vs IT (Jennifer Erickson (341620)) **in** Bangalore, India.

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The Terms and conditions of your Internship shall be as follows:

a) You will be assigned a Project Guide during your internship with Dell. The details about your project will be provided to you upon you joining the Internship with Dell. You are expected to apply your best degree of professional, technical and administrative skills and experience, work diligently and evidence care and economy in the use of office equipment and supplies. Your progress will be reviewed from time to time by your Project Guide.

b) The deliverables of your Project shall be as detailed in Annexure to this Agreement.

c) You will be paid a consolidated monthly stipend of **Rs** 25,000.00 (the "**Stipend**") during your internship at Dell. Statutory withholdings and taxes as applicable shall be deducted from your monthly Stipend. You will not be entitled to any of the other Benefits assigned to employees of Dell.

d) **Code of Conduct:** Dell looks forward to the application of the best of your skills and experience, during your Internship with Dell. In addition, at all time during your Internship with Dell, you shall comply with Dell's Code of Conduct that has been attached in this mail, as applicable from time to time.

e) **Confidentiality Obligation:** You will not use, publish, misappropriate or disclose any "Confidential or Proprietary Information", during or after your internship, except as authorized / approved in writing by Dell. Such Information shall include what you learn or originate during your Internship, which is not available or readily ascertainable from public sources, and includes such information disclosed by others in confidence to Dell. If in doubt, you will promptly consult your Project Guide at Dell. Confidential and Proprietary Information includes, but is not necessarily limited to, the information described in subparagraphs below.

i. Computer products, Dell's processes and device strategies planned or under development, including device specifications, system architecture, logic designs, circuit implementations and plans for unannounced and announced products;

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ii. 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;

iii. Information relating to Dell's employees; actual and anticipated relationships between Dell and other companies; sales levels, profit levels, pricing and other unpublished financial data; and budget, staffing, compensation, equipment and related plans; Information relating to Dell's customer and vendor relationships. This includes performance requirements, development and delivery schedules, device and product pricing and quantities, and other information communicated to Dell by customers or vendors. You will not use in your Internship or disclose to Dell any confidential or proprietary information of a third party unless Dell first receives written authorization from the third party allowing the use or disclosure of such information and unless Dell agrees in writing to receive such information on terms acceptable to Dell. 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 Dell and that remedies at law may be inadequate to protect against a breach of such provisions. Accordingly, you agree that Dell 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 Dell of any other remedy.

f) **Data Protection:** Dell will obtain, hold and use personal data relating to you in the context of your Internship, including, but not limited, your name, number, address, emergency contact details (e.g. home telephone number), educational details/ history/qualifications and any other internship history done earlier, Internship Project description.

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The purposes of such processing are to administer and manage the internship relationship Dell shall have with you, and may include disaster recovery data duplication, paying Stipends, Internship development and training, regulatory and legal compliance, carrying out activities related to compliance with Dell's policies and procedures, providing references and information to future your 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 Dell or any part of Dell's business or a potential or future service provider as part of due diligence. You hereby consent to such data processing by Dell, any other Dell company or any third party charged with providing services, information or benefits related to the internship and you further consent to transfer of data to a Dell 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. Dell will put in place adequate safeguards with such third parties to ensure an adequate level of data protection.

g) **Intellectual Property and Copyright:** During your Internship with Dell, you will promptly disclose to Dell, all Intellectual Property developed by you, solely or jointly with others, in the course of your Internship. Intellectual Property includes each discovery, idea, improvement, or invention you create, conceive, develop or discover, alone or with others, which relates to Dell's business or results from the use of Dell's equipment, supplies, facilities, or information. All Intellectual Property, in whatever form, is Dell's property. You will assign and agree to assign to Dell and its nominees, without additional compensation, all of your worldwide and perpetual rights in Intellectual Property. You will assist Dell in all ways, including giving evidence and executing any documents deemed helpful or necessary by Dell to establish, perfect, and register worldwide, at Dell's expense, such rights in Intellectual Property. You will not do anything in conflict with Dell'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 Dell in its Intellectual Property, you will promptly notify Dell of such Infringement and assist Dell in all ways to protect its Intellectual Property.

You hereby agree that Dell 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 work with Dell. If requested to, and at no further expense to Dell, 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 Dell and its nominees of such copyrights.

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

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h) **Network Usage:** You shall comply with applicable Dell regulations relating to the usage of Dell Network.

i) Nothing in this arrangement can be construed to create an employer – employee relationship between Dell and you. You do not have any authority to assume or create any obligation or liability of any kind on behalf of Dell.

j) Misconduct - If at any time during your Internship, in the opinion of the management of Dell, which shall be final and binding, you are involved in or found guilty of dishonesty, negligence or indiscipline in discharge of your duties or any other conduct considered by the management of Dell to be detrimental to the interests of Dell, or in violation of one or more terms of this Agreement, then your Internship with Dell shall be liable to be terminated with immediate effect, without any payment of Stipend thereof.

k) This Agreement shall be governed by Indian Law. The Courts at Bangalore shall have exclusive jurisdiction to settle any disputes.

Regards,

Savneet Shergill

Talent Acquisition Sr. Director

Health and safety

By accepting the terms and conditions of this internship agreement you hereby agree to abide by all rules regarding Health, Safety requirements and other policies of the Company. You are responsible for your own safety and the company is not in any way liable for any damage caused to you owing to your negligence or lack of due care in performance of your internship activity at Dell.

Work Hours: Your work hours/timings will be between 9am to 6 pm.

Acceptance

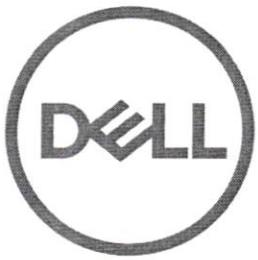
In accepting the internship with Dell, I hereby agree to abide by the terms and conditions set out in the above and all policies and regulations of Dell as may be amended from time to time.

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

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CISCO

Cisco Systems (India) Private Limited
SEZ Unit, Cessna Business Park,
Kadubeesanahalli Village
Varthur Hobli, Sarjapur Marathalli Outer Ring Road
Bangalore, Karnataka 560103
CIN: U31909KA1995PTC019505
India

10th December 2018

Divya Kamath
13-1-10A,"Shree Venkatesh", Ajjarkad
Udupi, Karnataka 576101

Dear **Divya**:

Congratulations on your appointment as **COLLEGE INTERN..TECH UNDERGRAD.CROSS FUNCTIONAL-000882,** grade 99.

Please find enclosed herewith the following documents for your sign-off and return in the next seven days:

1. Internship Letter
2. Application form

At the time of joining, you will be required to provide the following:

1. ID Proof
2. 2 passport size photographs

Yours Sincerely,
For **123 - Cisco Systems (India) Private Limited**.

Priyanka Bhagat

Priyanka Bhagat
MANAGER.CAREER SERVICES

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

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CISCO

10th December 2018

Divya Kamath
13-1-10A,"Shree Venkatesh", Ajjarkad
Udupi, Karnataka 576101

Re: Appointment a s **COLLEGE INTERN..TECH UNDERGRAD.CROSS FUNCTIONAL-000882**, grade 99 with Cisco Systems (India) Private Limited.

This is with reference to your request for training. We are pleased to inform you that we will offer you an internship as a **COLLEGE INTERN..TECH UNDERGRAD.CROSS FUNCTIONAL-000882**, grade 99 in **123 - Cisco Systems (India) Private Limited ("the Company")** on the following terms and conditions:

1. Commencement of Internship

Your Internship will commence on **07-Jan-2019** and will be for a fixed term of **6** months ("Term") which means, subject to the right of termination set out in this letter, it will terminate no later than **28-Jun-2019**. You will be based at **123 - Cisco Systems (India) Private Limited**, **BANGALORE, KARNATAKA, INDIA**.

2. Place of posting and assignment

Your place of posting is **BANGALORE, KARNATAKA, INDIA**. You are liable to be transferred to any place of business of the Company as existing/operating presently or acquired or set up later in any part of India or abroad at any time. You are also liable to be deputized to any work or assigned the works of any Associate/Sister Concerns, Subsidiaries or any other Companies/Concerns/Organizations/Firms with whom the Company may make such arrangement or agreement.

3. Office Hours

The normal working hours are 8:30AM to 4:30PM, Monday through Friday.

4. Termination

In the event of gross misconduct or commission of a serious breach of the terms of your Internship by you, the Company is entitled to terminate your Internship with immediate effect without prior notice or payment in lieu.

In case of termination due to above mentioned reason, the company reserves the right to terminate the internship and full time offer referred on Section 16 below will be considered invalid.

5. Duties

Your responsibilities and duties will be intimated to you upon the commencement of your Internship.

6. Stipend and Allowances

All payments of stipend and any other emoluments will be paid according to local payroll practices. Your monthly Stipend which is based on a 40 hour work week will be **INR 34,000.00**

Stipend Details	**INR per month**
Stipend per month	**INR 34,000.00**

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Accommodation Allowance	**INR 10,000.00**

***Note:**

Stipend and accommodation allowance (a & b) shall be paid effective joining and start of your assignment with the company. This amount shall be paid less tax and other authorized deductions.

a) Tax

It is your responsibility to meet all requirements under the Indian tax laws including tax compliance and filing of personal tax returns in respect of all payments paid to you under this letter. Taxes on any payment made under this letter will be borne by you. The Company shall deduct Tax at source ("TDS") on any payments under this letter that require such deduction to be made by the employer in accordance with the Indian tax laws.

7. Whole time Internship

During the Term you, being in the whole time Internship of the Company, shall not engage or associate yourself directly/indirectly or in any other manner, whatsoever, in any other post or work part time or pursue any course of study without the prior permission of the Company. You shall devote your whole time, attention and skill to the best of your ability for the business of the Company and shall not undertake any work other than what has been assigned to you. You shall not directly or indirectly be connected with, concerned, employed or engaged in any other business or activities whatsoever, without the prior permission of the Company and shall not accept any emoluments, commission or honoraria whatsoever from any one.

8. Company Property

You shall always maintain in good condition, any of the Company's property, which may be given to you: by your superiors; by persons under whom you are placed to work in the overall interest of the Company; or otherwise for official use during the course of your Internship. You must return all Company property on request or on the termination of your Internship, failing which the Company will recover the cost of such property from you.

9. Additions / Alterations

You shall, in addition to the general service conditions as specifically stated herein above, be governed by other rules, regulations, practices, systems, procedures and policies as are in force or may be added, altered, modified or omitted/deleted by the Company from time to time.

10. Leave and Holidays

You will not be eligible for Annual Leave during the course of your internship. However you will be eligible for any festival or public holiday that may fall as per Cisco policies.

11. Confidentiality

You shall not disclose, divulge or communicate in any manners, either directly or indirectly any confidential information of the Company, nor any of its trade secrets or know-how to any person, firm, corporation, association or other entity for any reason or purpose whatsoever. You shall observe and abide by all the terms of the Proprietary Information and Invention Agreement, as if the same was set out hereunder, in verbatim. The Proprietary Information Agreement is coterminous with this letter and breach of the Proprietary Information and Invention Agreement or any of its terms will be considered to be a breach of the terms of this letter, giving grounds for immediate termination of your Internship.

12. Notices

All notices, consents, requests or other communications made either by you or the Company will be in writing and personally delivered or transmitted by registered or certified mail or courier or by facsimile at the addresses indicated in this letter.

13. Accuracy of Information

Your appointment is being made on the basis of the information and details given by you in the application for Internship. If, at any time, any information or detail given by you is found incorrect or false, your services will be liable for termination without any notice, salary in lieu of notice or compensation. No charge sheet or disciplinary action will be necessary.

On your first day of work you will be required to present evidence of authorization to work. If you require sponsorship by Cisco to obtain work authorization, you must let us know immediately. Also, please be aware not every position or individual qualifies for visa sponsorship. Accordingly, this offer of Internship is contingent upon your obtaining and providing evidence of proper authorization to work for Cisco.

14. Applicable Law

This letter shall be construed and governed by the laws of India.

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15. Full Time Offer

The full time offer that is extended to you by the company is subject to your satisfactory completion of internship. The company also reserves the right to withdraw this commitment on account of any other business or extenuating factors.

I take this opportunity to congratulate you on your appointment and welcome you to our company.

Please return a signed copy of this letter to indicate your undertaking of the above terms and conditions of Internship contained herein and your acceptance of this letter and the attached agreements.

Yours sincerely,

For **123 - Cisco Systems (India) Private Limited**

Priyanka Bhagat

Priyanka Bhagat
MANAGER.CAREER SERVICES

I have read and understood the above terms and conditions governing my Internship with the Company and the same are acceptable to me in totality and confirm my agreement to the terms of this letter.

1. **START DATE: 07-Jan-2019**

Signature :
Name :
Place :
Date :

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Strictly Private and Confidential

28-Feb-2019

Divyashree Rajappa
#103,5th main, 5th cross, brindavan extension, Mysore,570020
8861884848

Dear Divyashree,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

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

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

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

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Reference Id: 2072c072-2268-491f-9901-3aba5dc25ee7
Signed By: Mohan Sekhar

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the Offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This Offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

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To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

Mohan Sekhar

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

ACKNOWLEDGED AND AGREED:

[*Insert full legal name*]

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ANNEXURE - I

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Joining Bonus	
Joining Bonus (Refer to section C)	25,000

(D) Additional Benefits	
Gratuity as per law#	5,290
Insurance Premium (notional value)	3,776

Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000

(A) Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- **Joining Bonus**- of **INR 25,000** payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

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- **Additional Bonus**- of **INR 25,000** payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the Authorities.

*As defined by applicable law from time to time.

- If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your career level as per company payroll cycle.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
    a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
    b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
        - 10% of such claims for self, spouse and 2 dependent children
        - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

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

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

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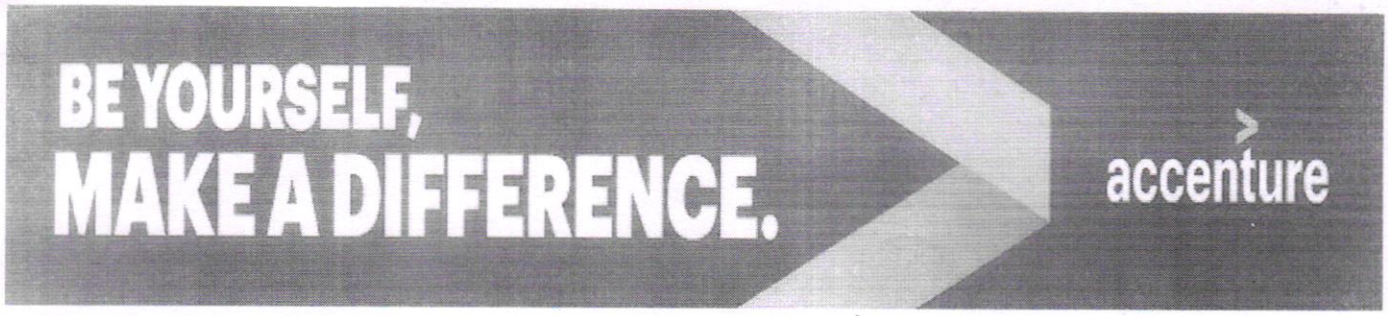
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ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

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Divyashree R
4JC15CS030
CSE

28-Feb-2019

Divyashree Rajappa
#103,5th main, 5th cross, brindavan extension, Mysore,570020
8861884848

Dear Divyashree,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

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

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

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

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Reference Id: 2072c072-2268-491f-9901-3aba5dc23ee7_1
Signed By: Mohan Sekhar

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the Offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This Offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

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To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

Mohan Sekhar

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

ACKNOWLEDGED AND AGREED:

[*Insert full legal name*]

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ANNEXURE - I

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Joining Bonus	
Joining Bonus (Refer to section C)	25,000

(D) Additional Benefits	
Gratuity as per law#	5,290
Insurance Premium (notional value)	3,776

Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000

(A) Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

  TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- **Joining Bonus**- of **INR 25,000** payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

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- **Additional Bonus-** of **INR 25,000** payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the Authorities.

*As defined by applicable law from time to time.

- If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your career level as per company payroll cycle.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
    a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
    b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
        - 10% of such claims for self, spouse and 2 dependent children
        - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

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

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

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ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

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Ms.Diya Gangamma A.K.,
Cauvery Nilaya Ladies Hostel,
No. 6, 14th Block, Viswheswaraiah Road,
Vijayashreepura, Mysore-570 006
Karnataka

Robert Bosch Engineering
and Business Solutions
Private Limited,
123 Industrial Layout,
Hosur Road, Koramangala,
Bangalore - 560 095, India.
Tel: +91 080 6657 5757
Fax: +91 080 6657 1404
CIN: U72400KA1997PTC023164
www.bosch-india-software.com

Our reference: **RBEI/HRL/2019/687** Date: 22.03.2019

Dear Diya Gangamma A.K.,

This has reference to your application and the subsequent interview/s you had with us. We are pleased to appoint you as **'Associate Software Engineer'** at RBEI at **'Level 50'** as detailed below.

1. Training Period

You will be on training for a period of 2 months from the date of you joining the organization. The company may periodically evaluate your performance during the training period. If you fail to qualify as per the minimum prescribed performance standards, the company reserves the right to decide on the continuance of your employment.

2. Compensation

- Your annual CTC (Cost to Company) will be **Rs.5,00,000/-** (Rupees Five Lakhs only) per annum. Your CTC will comprise of Basic Salary, Buffet of Benefits (BoB), Variable Pay (CPrP) and Retirals benefits. The salary will be governed by the prevailing employment policies of the company as in force from time to time.
- The Variable Pay (CPrP - Company Performance related Pay) planned for the year 2019 (payable in April-2020)- at factor EAV 1.0 of company performance is 10% of the Annual Earned Salary (Basic Salary + Buffet of Benefits) for associates at your level. However, the actual amount will depend upon the company goal achievements. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus.
- Please refer to **Annexure I** to know more details about your compensation package.

Your remuneration is strictly confidential between you and the Company. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

3. Retiral Benefits

3.1 Company's contribution towards Provident Fund at 12% of the basic salary per month
3.2 You will be eligible for Gratuity as per the Gratuity Act 1972 and the rules made there under.
3.3 You will also be eligible to subscribe under National Pension System (Optional) as per the policy.

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4. Extended Benefits

During your employment tenure with us, you will be covered under company provided insurance:

4.1 Hospitalization Insurance - for self and family (for spouse and children up to the age 23 years).

4.2 Personal Accident Insurance - for self only

4.3 Life Insurance - for self only

The aforementioned perquisites are subject to alteration and amendment.

5. Salary Revision and Benefits

Salary shall be reviewed on an annual basis and you shall be notified of the amount of your salary entitlement for the succeeding year,depending on performance during the year.

6. Eligibility

This offer of employment is valid subject to you scoring a minimum of 70% aggregate with no current backlogs in Degree and 70% score consistently from SSLC onwards.

7. Retirement

You will retire from the services of the company on attaining the age of superannuation. The retirement age in Bosch is 60 years.

8. Leave Benefits

You will be entitled to 18 days of Earned Leave, 12 days of General Leave, subject to the terms and condition as per the prevailing leave policy.

9. Integrity

Each employee at Bosch is committed to ensure integrity in all aspects of their functioning. You are expected to comply with the policies as listed in the code of Business Conduct of the company as they form an integral part of the terms of your employment with Bosch. You are required to read and agree to the Rules & Regulations of Service and Conduct as listed in the **Annexure III.**

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10. Conditions of Hire

10.1 The assignment offered to you is on a whole time basis. You will not carry on or be concerned with any business of your own or on behalf of anyone else directly or indirectly, nor shall you take up other business or be associated with any other business with or without remuneration during the course of employment with the company. Further, if you have any trade or business interest and have any existing connection or future connection with the Company as suppliers, dealers, agents or contractors thereof, you are obligated to disclose such connection to the Company at the time of joining, if there is a present connection and inform the management of the Company on becoming aware of any proposed transactions through such relations in the future.

10.2 If the Company sends you on training including research and development activities, to another country or a place in India with a view to benefit the Company in pursuance of its business objectives, which will be at an additional cost to the Company, you agree not to accept employment in a company in competition with RBEI and/ or undertake a business that is in competition with RBEI. In the event you leave the Company within **One Year** after such training period, the Company will be entitled to recover the costs from you, incurred by the Company towards such training; you may be required to sign a bond to that effect.

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10.3 You have to submit a copy of your current Degree certificate / Provisional certificate and all semester marks sheets / Consolidated mark sheet on your said date of joining.

11. Transferability

Initially you will be posted at our Bangalore/Coimbatore location, however you may be transferred to provide your services to any of our existing/ future establishments, sister concerns of Bosch or at our client location situated within India or abroad depending upon the company's requirements on the same terms and conditions of this letter and any additional terms that may be applicable to you as per Company policies. In case you are deputed abroad, you will be required to fulfil the conditions regarding financial security and minimum service subsequent to such deputation as per the Company's Policy.

12. Information

In accordance with the provisions of the Companies Act 1956, you are required to disclose your relations or business connections, if any, with the Directors of this Company. You are required to furnish these details in your job application form and return to us. You are also required to disclose information regarding any posts held by you including any honorary position.

13. Termination

The notice period for termination of employment on either side will be Three months. When payment in lieu of notice is offered by the management or the employee, the notice pay shall mean only the basic salary and does not include cash equivalent of any allowances, etc.

Payment in lieu of notice shall be subject to acceptance of the same by the Company considering unfinished tasks, projects on hand, work in progress, etc. You shall not be deemed to have been relieved of your services except upon issue of a letter to that effect.

14. Medical Fitness

This offer is provisional, subject to you being declared medically fit by our Medical Officer. On the day of joining you are required to furnish an eye fitness certificate as mentioned in the **Annexure II** appended to this letter.

15. Personal Information

This employment offer is made based on the information given by you in the RBEI application form submitted to us. In case company finds at any time, the information given by you is not correct, untrue or incomplete, the company shall have the right to dismiss you from your employment at any time without notice or salary in lieu of notice period.

16. Background Check and References

Your appointment is contingent upon satisfactory report on the background check conducted by our company's approved agency relating to your education and address.

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17. Acceptance and Commencement

Your appointment will be confirmed upon receiving your acceptance to this offer letter. Your functional area, location and date of joining will be informed later.

To confirm your acceptance, you are requested to communicate the acceptance of this offer within 7 days from the date of receiving this letter, to your placement officer.

We welcome you to the organization and look forward for a long and mutually beneficial association.

Please note, you are not eligible for company sponsored accommodation, therefore, you are advised to identify your suitable accommodation facility in advance of your joining.

Please sign and return the copy of this letter as a token of your acceptance of above terms and conditions at the time of your joining.

Robert Bosch Engineering and Business Solutions Private Limited

Manikkanddan K E
Senior Manager
(Human Resources)

Bharath Kakaiah
Senior HR Officer
(Human Resources)

I agree and accept the above terms and conditions and confirm that I will join duty on _____

_____ _____ _____

Name Signature Date

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Annexure I

Personal and Confidential

22.03.2019

Compensation and Benefits Plan

Name:	Ms.Diya Gangamma A.K.
Qualification:	B.Tech/BE
Designation:	Associate Software Engineer
Level:	50

Components	**Per Month**	**Per Annum**
	Rs.	**Rs.**
Cash Components		
Basic Salary	12500	150000
Buffet of Benefits (HRA, Conveyance, Medical, LTA, SAF Contribution, etc)	23469	281625
Total	**35969**	**431625**
Retirals / Statutory Contribution		
Company Contribution towards PF (12% of Basic Salary)	1500	18000
Gratuity (4.81% of Basic Salary)**	601	7215
Total	**2101**	**25215**
Variable Pay		
Company Performance related Pay - CPrP at factor EAV 1.0 company achievement		**43163**
Total Cost to Company	**38070**	**500000**
National Pension System (NPS) Optional - Employer Contribution		**12495**

Manikkanddan K E
Senior Manager
(Human Resources)

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

Bharath Kakaiah
Senior HR Officer
(Human Resources)

* The aforementioned perquisites are subject to alteration and amendment.

** Eligibility for Gratuity is as per Payment of Gratuity Act, 1972

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02.02.2024 22:35

October 29, 2018

To,
Ms. Diya Gangamma A.K
SJCE Mysore,
Mysore.

Dear Diya,

On behalf of Aurigo Software Technologies Pvt. Ltd (hereinafter referred to as the "**Company**"), I am pleased to offer you the position of **Member Technical Staff** of the Company. We are impressed with your credentials and look forward to your future success in this position.

The terms of your new position with the Company are as set forth below:

1. **Position**

a. You will be appointed as **Member Technical Staff** of the Company, working out of the Company's offices in Bangalore. In this role you will be accountable for working on a variety of projects in a highly collaborative, fast-paced environment. You will be responsible for analyzing the requirements, designing and developing the software and enhancing the platform for our award winning flagship product suite Aurigo Masterworks using the .Net technology stack. You should have the ability to work in a team, constantly meet deadlines and possess good written and oral communication skills. You will report to the **Engineering Manager** or such other positions as directed by the Company from time to time.

b. You agree to the best of your ability and experience that you will at all times loyally and conscientiously perform all of the duties and obligations required of and from you pursuant to the express and implicit terms hereof, and to the reasonable satisfaction of the Company. During the term of your employment, you further agree that you will devote all of your business time and attention to the business of the Company, the Company will be entitled to all of the benefits and profits arising from or incident to all such work services and advice, you will not render commercial or professional services of any nature to any person or organization, whether or not for compensation, without the prior written consent of the Company's Board of Directors, and you will not directly or indirectly engage or participate in any business that is identical, similar o otherwise competitive in any manner with the business of the Company. Nothing in this letter agreement will prevent you from accepting speaking or presentation engagements in exchange for honoraria or from serving on boards of charitable organizations, or from owning no more than one percent (1%) of the outstanding equity securities of a corporation whose stock is listed on a national stock exchange.

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

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02.02.2024 22:35

2. **Start Date**

Subject to fulfillment of any conditions imposed by this letter agreement, you will commence this new position with the Company on **3rd June, 2019.**

3. **Compensation Plan**

You will be paid a CTC of **INR 7,00,000 per annum** and **INR 3,00,000** of retention bonus (retention bonus of INR 1,00,000 will be paid on completion of every year for 3 consecutive years). The fixed compensation includes all components such as Basic, HRA, PF and Leave Travel Assistance. The salary break-up is detailed in Annexure A of this Offer Letter. The Company shall be entitled to deduct Income tax at source, at the rates applicable on your remuneration; Employment / Professional tax and all other dues from you to the Company such as, loans and advances given to you and all statutory deductions applicable from time to time.

Your base salary will be reviewed annually as part of the Company's performance review process.

4. **Stock Options**

Subsequent Option Grants. Subject to the discretion of the Company's Board of Directors, you may be eligible to receive additional grants of stock options or purchase rights from time to time in the future, on such terms and subject to such conditions as the Board of Directors shall determine as of the date of any such grant.

5. **Benefits**

a. Insurance Benefits.
1. You will be covered under Accident Insurance for 10 Lakhs.
2. In addition to the above you will also be covered for Medical Insurance of Rs. 4 lakhs for yourself and your dependents from the date of Joining.
   This Insurance coverage will be over and above your CTC.

b. Vacation; Sick Leave. You will be entitled to 15 days paid vacation and 8 days of sick leave per year pro-rated for the remainder of this calendar year. Un-utilized vacation leave can be carried forward to the next leave cycle. However, the maximum vacation leave that can be accumulated by an employee is 30 days. Beyond the 30-day limit, vacation leave will lapse.

c. Gratuity is over and above the CTC and is applicable as per the Gratuity Act.

6. **Confidential Information and Invention Assignment Agreement**

Your acceptance of this offer and commencement of employment with the Company is contingent upon the execution, and delivery to an officer of the Company, of the Company's Confidential

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02.02.2024 22:35

Information and Invention Assignment Agreement, a copy of which is enclosed for your review and execution (the "**Confidentiality Agreement**"), prior to or on your Start Date. In the event that there is any breach of any of your obligations under the terms of the Confidentiality Agreement, you shall be required to indemnify the Company for any loss that the Company may incur as a result of any such breach, as more fully described under the terms of the Confidentiality Agreement.

7. **At-Will Employment**

You understand and acknowledge that your Relationship with the Company is and shall continue to be at-will, as defined under applicable law, meaning that either you or the Company may terminate the relationship at any time for any reason or no reason, without further obligation or liability, with a sixty (30) days written notice by either party or salary in lieu thereof. Failure to comply with the notice period will attract a penalty of a sum equivalent to the compensation payable to you pro rata for the un-served notice period.

If an employee was offered any retention bonus, the date of resignation/termination will be considered as date of cessation of employment agreement and accordingly, notice period served if any shall not be considered for computation of retention period.

The Company reserves the right terminate this employment for cause with immediate effect if there is a violation of any of the terms of this agreement by you. Such termination will not include any further obligation or liability borne by the Company.

8. **Transfer**

Though you have been engaged for a specific position, the Company reserves the right to transfer you to any other location, department, establishment, factory, subsidiary or branch of the Company/Group in existence now or which may be established hereafter in India or abroad. In such cases, you will be governed by the terms and conditions of service applicable to the new assignment.

9. **Company Policies**

You will be governed by the Company's policies, regulations and procedures on the office timings, leave, travel, transfers, misconduct, Provident fund, Bonus and ESI/Medical Reimbursement or/and other matters etc, presently in force or as introduced/amended from time to time. Further, the Employee during the employment period shall perform his/her duties with honesty, diligence, orderliness, obedience and faithfulness towards the Company.

10. **Non - Solicitation & Competition**

You shall not during the term of employment with the Company and for a period of 24 months thereafter immediately following the termination of employment with the Company for any reason, whether with or without cause, you shall not either:

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- directly or indirectly solicit, induce, recruit or encourage any of the Company's employees to leave their employment, or join any other employment or undertake any other activity that is of similar nature so as to give any sort of competition to the business of the Company;

- take away any clients or customers of the Company or attempt to solicit, induce, recruit, encourage or take away clients or customers of the Company, either for yourself or for any other person or entity;

- join the services or be associated with any former employee of the Company who is undertaking or seeks to undertake any activity competing with the business of the Company;

- join the services or be associated with any client of the Company who is into similar business of the Company or seeks to undertake any activity competing with the business of the Company;

a breach under this clause shall be construed to be a material breach of this terms and conditions of employment.

You agree that any dispute in this regard, shall be determined by the Company and hereby agree that the decision of the Company in this regard shall be final and binding on you.

You understand and acknowledge that your employment with the Company is subject to the accuracy of the testimonials and other information provided by you and a positive medical, reference and background check.

11. **Governing Law; Consent to Jurisdiction**

This Agreement will be governed by the laws of India. You hereby expressly consent to the jurisdiction of the courts located in Bangalore for any lawsuit filed there against you by the Company arising from or relating to this Agreement.

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

Signature Not Verified

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02.02.2024 22:35

We are all delighted to be able to extend you this offer and look forward to working with you. To indicate your acceptance of the Company's offer, please sign and date this letter in the space provided below and return it to me, along with a signed and dated copy of the Confidentiality Agreement. This letter, together with the Confidentiality Agreement, set forth the terms of your employment with the Company and supersedes any prior representations or agreements, whether written or oral. This letter may not be modified or amended except by a written agreement, signed by the Company and by you.

BEST WISHES

RANGA GOWDA

_____

Signature

Title: **Director – Professional Services**

Date: **29th October, 2018**

ACCEPTED AND AGREED:

DIYA GANGAMMA A.K

_____

Signature

Date: **29th October, 2018**



Signature Not Verified

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02.02.2024 22:35

October 29, 2018

To,
Ms. Diya Gangamma A.K
SJCE Mysore,
Mysore.

Dear Diya,

On behalf of Aurigo Software Technologies Pvt. Ltd (hereinafter referred to as the "**Company**"), I am pleased to offer you the position of **Member Technical Staff** of the Company. We are impressed with your credentials and look forward to your future success in this position.

The terms of your new position with the Company are as set forth below:

1. **Position**

a. You will be appointed as **Member Technical Staff** of the Company, working out of the Company's offices in Bangalore. In this role you will be accountable for working on a variety of projects in a highly collaborative, fast-paced environment. You will be responsible for analyzing the requirements, designing and developing the software and enhancing the platform for our award winning flagship product suite Aurigo Masterworks using the .Net technology stack. You should have the ability to work in a team, constantly meet deadlines and possess good written and oral communication skills. You will report to the **Engineering Manager** or such other positions as directed by the Company from time to time.

b. You agree to the best of your ability and experience that you will at all times loyally and conscientiously perform all of the duties and obligations required of and from you pursuant to the express and implicit terms hereof, and to the reasonable satisfaction of the Company. During the term of your employment, you further agree that you will devote all of your business time and attention to the business of the Company, the Company will be entitled to all of the benefits and profits arising from or incident to all such work services and advice, you will not render commercial or professional services of any nature to any person or organization, whether or not for compensation, without the prior written consent of the Company's Board of Directors, and you will not directly or indirectly engage or participate in any business that is identical, similar o otherwise competitive in any manner with the business of the Company. Nothing in this letter agreement will prevent you from accepting speaking or presentation engagements in exchange for honoraria or from serving on boards of charitable organizations, or from owning no more than one percent (1%) of the outstanding equity securities of a corporation whose stock is listed on a national stock exchange.

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2. In addition to the above you will also be covered for Medical Insurance of Rs. 4 lakhs for yourself and your dependents from the date of Joining.
   This Insurance coverage will be over and above your CTC.

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- join the services or be associated with any former employee of the Company who is undertaking or seeks to undertake any activity competing with the business of the Company;

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You agree that any dispute in this regard, shall be determined by the Company and hereby agree that the decision of the Company in this regard shall be final and binding on you.

You understand and acknowledge that your employment with the Company is subject to the accuracy of the testimonials and other information provided by you and a positive medical, reference and background check.

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This Agreement will be governed by the laws of India. You hereby expressly consent to the jurisdiction of the courts located in Bangalore for any lawsuit filed there against you by the Company arising from or relating to this Agreement.

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We are all delighted to be able to extend you this offer and look forward to working with you. To indicate your acceptance of the Company's offer, please sign and date this letter in the space provided below and return it to me, along with a signed and dated copy of the Confidentiality Agreement. This letter, together with the Confidentiality Agreement, set forth the terms of your employment with the Company and supersedes any prior representations or agreements, whether written or oral. This letter may not be modified or amended except by a written agreement, signed by the Company and by you.

BEST WISHES

RANGA GOWDA

_____

Signature

Title: **Director – Professional Services**

Date: **29th October, 2018**

ACCEPTED AND AGREED:

DIYA GANGAMMA A.K

_____

Signature

Date: **29th October, 2018**

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

Signature Not Verified

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02.02.2024 22:35

L&T Technology Services

Ref: LTTS/HR/ET/2019/ 232 **Date:** 16.08.18

Name: SHETTY GAGAN

Issued By	:	JASON S.S
Signature	:	Jason
Date	:	16.08.18

Offer Of Intent

Dear Gagan,

Greeting from L&T Technology Services Ltd.!

We are pleased to make you this offer of intent for the position of **Associate Engineer.** We trust that this opportunity finds you mutually excited about your new employment with L&T Technology Services (hereinafter referred as "Company"). We reiterate that you have made the right decision and we are certain that you will have a great career with us!

Upon your acceptance of this Offer of Intent and subject to you meeting all the applicable requirements under this Offer of Intent, we shall share a detailed Appointment Letter, which will outline the specific employment terms and conditions. Please note this Offer of Intent is not an offer or offer of employment or a legally binding contract of employment.

The content of this Offer of Intent are strictly between you and the Company. Please treat this Offer of Intent and the contents here as personal and confidential.

This Offer of Intent is valid subject to you

- Having secured more than 60% in SSC / X and HSC / XII std (10th and 12th).
- Having secured 60% aggregate in Engineering Graduation
- Passing the final year examination of Graduation in the first attempt.
- Found medically fit by the Company authorized doctors.
- Submitting a Service Agreement, agreeing to serve the company for a period of 2 years from the date of commencement of training.
- Submitting all necessary documents at the time of joining
- No drop in any semester/ year throughout the course

If any information provided by you during the selection process is found to be incorrect and / or false, the Company reserves the right to revoke this Offer of Intent without any notice.
This Offer of Intent is also contingent upon us working together to determine an appropriate start date for your employment. The training is for a period of one year comprising of class-room / on the job training. The date of commencement of training and venue for reporting will be intimated to you at a later date.

You will be continuously assessed during your training. If you do not complete the class room / on the job training to our satisfaction, your appointment automatically stand cancelled.

During the period of training, your stipend will be INR 4,00,012/- per annum

On successful completion of training, you can be posted / transferred to any of our SEZ / STPI sites across India. Your employment will be governed by the rules, regulations and policies of the company.

Signature Not Verified

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02.02.2024 22:35

L&T Technology Services

Ref:LTTS/HR/ET/2019/ 232 **Date:** 16.08.18

Issued By	: JASON S.S
Signature	: Jason
Date	: 16.08.18

If the above stated terms are acceptable to you, kindly sign and return the duplicate copy of this Offer of Intent within ten (10) days from the date of issue. If we do not receive your acceptance within the stipulated time frame , this Offer of Intent will be deemed to have been rejected by you.

All communications / notices should be addressed to:

Human Resource Dept – Talent Acquisition (Campus Hiring)
L&T - Technology Services, SEZ Unit II,
Hazel-Block L3, Ground Floor, Manyata Embassy Business Park,
Nagawara, Bangalore 560045

Congratulations on your selection to be part of L&T Technology Services Ltd.!!!

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

Yours truly,
For L&T Technology Services Limited

Krishnakumar Nair
Head – Talent Acquisition

Acceptance by applicant below

I have read this Offer of Intent and accept the same

Name:

College:

Signature

Date:

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

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02.02.2024 22:35

L&T Technology Services

Ref:LTTS/HR/ET/2019/ Date:

ANNEXURE

Name	:	Designation	: Associate Engineer(Trainee)
Grade	: LTTS-2		

Salary Components	MONTHLY (INR)	ANNUAL (INR)
Basic Salary	11,000	1,32,000
Flexible Benefit Plan (FBP)	20,015	2,40,180
Allowances & Reimbursements under FBP - House Rent Allowance - Meal Card - Education Allowance - Mobile Expense Reimbursement - Leave Travel Assistance (LTA) - FBP Balance	Eligibility under each of these components is mentioned in the attached FBP	
GROSS MONTHLY==>	31,015	3,72,180
Provident Fund (@ 12% of basic salary)	1,320	15,840
TOTAL FIXED COMPENSATION==>		3,88,020
Bonus	1000	12,000
TOTAL COMPENSATION==>		**4,00,020**

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JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

CS.



Strictly Private and Confidential

31-May-2019

Goutham Ganesh
 # 160 3 main, 4 cross, Lalithmahal Nagar ,Mysore
9148336516

Dear Goutham,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

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

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

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



Signature Not Verified

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- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the Offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This Offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

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To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

Mohan Sekhar

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

ACKNOWLEDGED AND AGREED:

[*Insert full legal name*]

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ANNEXURE - I

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Joining Bonus	
Joining Bonus (Refer to section C)	25,000

(D) Additional Benefits	
Gratuity as per law#	5,290
Insurance Premium (notional value)	3,776

Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000

(A) Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- **Joining Bonus**- of **INR 25,000** payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

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- **Additional Bonus**- of **INR 25,000** payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the Authorities.

*As defined by applicable law from time to time.

- If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your career level as per company payroll cycle.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
    a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
    b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
        - 10% of such claims for self, spouse and 2 dependent children
        - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

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

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

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ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

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YML
INDIA: #301,No.150, Diamond District,
Old Airport Road, Kodihalli, Bengaluru - 560008.
Ph: 080-4110-6986

USA: 255 Shoreline Drive, 6th Floor
Redwood City, CA 94065.
Ph: 080-4110-6986

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PRIVATE & CONFIDENTIAL

January 16th, 2019

Y Media Labs Pvt. Ltd.
Diamond district
#150, B1 floor, Tower B,
HAL airport road, Indira Nagar
Bangalore, 560008, KA, India

Re: Offer Letter

Dear Gurudatt,

On behalf of Y Media Pvt Ltd, we take great pleasure in offering you, **Gurudatt Bhat** the position of **Associate Software Engineer** in our Bangalore office. We'd like you to start your employment with us on or before **July 15th, 2019.**

1. Remuneration

Your total compensation (CTC) will be **Rs. 4,60,000/-** after applicable TDS (Income & Professional tax is deducted from your salary with the following breakup. See detailed breakup in Annexure 1.

2. Salary Revision

Your remuneration will be subject to annual review, or at such times as may be appropriate. Review dates are set by Corporate Headquarters. Y
Media Labs operates on a Pay-for-Performance policy and the result of any remuneration review will take your performance into account. The Company, at any time, reserves the right to review and restructure its compensation package. You will appreciate that information relating to your remuneration package is strictly confidential and hence request you maintain this confidentiality.

3. Place of Work

Your place of posting will be in Bangalore, however, should a need arises you may be transferred or expected to travel to any of our offices.

4. Pre-joining Formalities:

As it has been explained to you during the interview stage, we may do a pre-joining background verification, which would cover your educational qualification, personal verification, place of stay (address) and job experience (other than your current job as mentioned in your application). For this purpose, you would be required to provide us with the necessary documentation.

You are required to sign the **Company's Confidential and Intellectual Property Rights Agreement** as a pre-requisite to acceptance of employment. A copy is attached for your review. This document will be due the first day of your employment. Any compensation details are confidential and are not to be disclosed to any person other than to the undersigned in case you need any clarification. You will be on a probation period of 3 months and will get a permanent appointment letter, after satisfactory performance. Offer not accepted within 24 hours of receipt is liable to lapse at the discretion of the Company.

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5. General Provisions

a) You will be governed by all the policies and procedures of the Company as applicable from time to time. The Company has the right to change or modify your terms and conditions of employment at any time including but not limited to the specific position you have been engaged in currently.

b) In case of a change, you'd automatically be governed by the rules and regulations and terms and conditions applicable to the new location of appointment.

c) As a full time employee of the company, you shall not during your employment with the company, directly or indirectly associate yourself to any part time employment or position of monetary interest, other than that of the Company.

d) You shall be responsible for the safety of all company assets and documents which will come into your custody during the course of your employment, which you shall return immediately to the company on your termination or resignation.

e) You shall keep us informed of any change in your residential address or any personal particulars relent to your employment, as and when the change occurs.

f) In case of any dispute, the jurisdiction to entertain and settle such dispute shall vest exclusively in a court at Bangalore, Karnataka, India.

6. Notice of Termination

a) If you decide to leave the company, you will need to provide a three months advance notice in writing. Such notice may not be offset by unused leave. Notwithstanding anything stated above, if you are in the middle of a project at the date of your resignation, in spite of the notice stated above, you shall not be relieved from the company unless you have trained the replacement for your position to the satisfaction of the company and the client.

b) If your actions at any time constitute a serious breach of company's standards of behaviour, Y Media Labs may end this contract and terminate your employment immediately.

c) This appointment letter is issued on the understanding that all the information given by you in the application / during the interview or data provided prior to and / or at the time of joining is true. If it is found at any time that the information given by you is not correct or true or you have knowingly suppressed any information, the company will have the right to revoke the offer/terminate your appointment with us any time without any compensation.

Gurudatt, it is again with great pleasure that I offer you this position. Please sign and return this offer letter along with the Confidential and Intellectual Property Rights Agreement. Feel free to direct any questions that you might have regarding this offer directly to me.

Sincerely,

M Raja Shekar Reddy
AVP, Product & Program Management
Y Media Labs

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In consideration of my employment with Y Media Labs Pvt. Ltd, I agree to abide by all of its policies and procedures, rules and regulations. If employed, I understand that I reserve the right to terminate my employment with a 3-month advance required notice.

I understand that my employment is for no definite period of time and that the employer reserves the right to terminate me with or without any reason or prior notice, and if terminated Y Media Labs Pvt. Ltd will only be liable for wages earned as of the date of termination.

I will provide the following documents to the company two weeks prior to the day of joining.

1. Educational Qualification:

a) Graduation – degree certificate and final aggregate transcripts

b) Post Graduation – degree certificate and final aggregate transcripts

2. Work Experience

   a) Experience & relieving certificates of your current and all your previous employers.

   b) Last 3 months pay slip, appointment letter of your current employer.

3. Two colour passport size photographs of self.

4. Copies of Passport and Driving license (at least one or both if available).

5. Copy of your PAN card.

Confidentiality and Intellectual Property Rights Agreement:

I understand that any information regarding the company's business or other relevant information shall remain secret and safeguarded by me. In consideration of employment, I understand that I am required to sign the company's confidentiality and intellectual property rights agreement before the commencement of my employment.

I am in agreement with the aforementioned terms and conditions of employment.

Signed: _____

Name of the Employee: Gurudatt Bhat

Date: _____

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Annexure: 1

Annual Cost to the Company:

Particulars	Monthly (in Rs.)	Annual (in Rs.)
Basic	18717	224601
HRA	7487	89840
LTA	1500	18000
Provident Fund	3600	43200
Other Allowances	6130	73561
Gratuity	900	10798
Total		**4,60,000**

*The above will be paid to tax deductions at source as per Income Tax Act, and Professional Tax.

*As and when applicable as per the Government Policy, employee and employer's contribution to Provident Fund will be deducted from your total compensation.

*Group Medical insurance (full time employees only) for a comprehensive coverage of Rs. 3L will be provided to you by the company, which covers you and your spouse.

* Reimbursement of Rs. 10,000 /- per year on buying medical insurance for your parents (Per year).

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Harsha. B.M
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BOSCH

*** Private & Confidential ***

Robert Bosch Engineering
and Business Solutions
Private Limited,
123 Industrial Layout,
Hosur Road, Koramangala,
Bangalore - 560 095, India.
Tel: +91 080 6657 5757
Fax: +91 080 6657 1404
CIN: U72400KA1997PTC023164
www.bosch-india-software.com

Harsha B M
JSSSTU, Mysore

Our Reference
RBEI/HRL-TD/2019/146/B Tech

Date: 06.January.2019

Dear Intern,

SUB: LETTER OF ENGAGEMENT AS 'PROJECT TRAINEE'

With reference to your application and the interview you had with us, we are pleased to inform you that you have been selected as a "Project Trainee" in our organization on the following terms and conditions:

1. **Nature of Engagement:**

You will be engaged as a Project Trainee in our establishment in the area of **"RBEI/ECP5"** and during the course of Engagement, you shall be under the guidance of **Jayasree G (RBEI/ECP5).** You may be required to undergo training in different shifts if necessary to enable you to get adequate exposure of the functioning of the different departments. Your hours of engagement will be as per the project requirements. You will observe weekly holiday and other holidays at par with regular employees.You shall follow rules and regulations of the work place during the period of engagement.

2. **Duration of Engagement:**

The engagement period will be 23.01.2019 to 31.05.2019 unless the company extends the period of your engagement in writing, your engagement shall automatically stand terminated on the end date.

3. **Scholarship:**

You will be paid a scholarship of 15000 per month (Rupees Fifteen Thousand Only), during the period of engagement. Other than the above, you will not be entitled to receive any other payment/allowance.

Anil Prakash

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

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4. **Other terms & conditions:**

4.1 You will be entitled to take 1 day Leave (GL) per month.

4.2 During the engagement or after completion thereof you shall not divulge, disclose or impart to any person/any organization, any trade secret or any information whatsoever concerning the business, finances or any dealings, transactions or affairs of the company which may come to your knowledge during the course of engagement.

4.3 You will be subject to the rules and regulations of the company in force from time to time.

4.4 The offer of Engagement is on the understanding that all the information given by you in your application form is correct, true and complete. If it is found at any time that the information given by you in the application form is not correct and true and or you have knowingly suppressed any information, the company will have the right to discontinue your engagement at any time and without any notice or compensation.

4.5 IP Assignment: You shall assign to the Company any invention that you may develop during the course of your internship with us and the Company shall be free to deal with such invention as it may deem appropriate.

While reporting, please bring the following:

2 Passport size photographs

2 copies each of your educational certificates

Original bona-fide certificate

Proof of Identity and residence

The original documents (except bona-fide certificate) will be returned to you after verification.

Please sign and return the duplicate of this letter as a token of your acceptance of the above terms and conditions.

ROBERT BOSCH ENGINEERING AND BUSINESS SOLUTIONS PRIVATE LIMITED

(Anil Prakash)
General Manager
(Human Resources)

(Bharath Kakaiah)
Internship-Business Partner
(Human Resources)

I accept the above terms and conditions and confirm that I will report as a Project trainee on _____

PLACE:

DATE:

(Signature of the Candidate)

Signature Not Verified
SOKKALINGAM ARUMUGAM DHANARAJ
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*** Personal and Confidential ***

Mr.Harsha B M,
Room Number 104, Jss Hostel,
Maruthi Temple Road,
Gangothri Layout, Mysuru 570009
Karnataka

Robert Bosch Engineering
and Business Solutions
Private Limited,
123 Industrial Layout,
Hosur Road, Koramangala,
Bangalore - 560 095, India.
Tel: +91 080 6657 5757
Fax: +91 080 6657 1404
CIN: U72400KA1997PTC023164
www.bosch-india-software.com

Our reference: **RBEI/HRL/2019/688** Date: 22.03.2019

Dear Harsha B M,

This has reference to your application and the subsequent interview/s you had with us. We are pleased to appoint you as **'Associate Software Engineer'** at RBEI at **'Level 50'** as detailed below.

1. Training Period

You will be on training for a period of 2 months from the date of you joining the organization. The company may periodically evaluate your performance during the training period. If you fail to qualify as per the minimum prescribed performance standards, the company reserves the right to decide on the continuance of your employment.

2. Compensation

- Your annual CTC (Cost to Company) will be **Rs.5,00,000/-** (Rupees Five Lakhs only) per annum. Your CTC will comprise of Basic Salary, Buffet of Benefits (BoB), Variable Pay (CPrP) and Retirals benefits. The salary will be governed by the prevailing employment policies of the company as in force from time to time.
- The Variable Pay (CPrP - Company Performance related Pay) planned for the year 2019 (payable in April-2020)- at factor EAV 1.0 of company performance is 10% of the Annual Earned Salary (Basic Salary + Buffet of Benefits) for associates at your level. However, the actual amount will depend upon the company goal achievements. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus.
- Please refer to **Annexure I** to know more details about your compensation package.

Your remuneration is strictly confidential between you and the Company. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

3. Retiral Benefits

3.1 Company's contribution towards Provident Fund at 12% of the basic salary per month
3.2 You will be eligible for Gratuity as per the Gratuity Act 1972 and the rules made there under.
3.3 You will also be eligible to subscribe under National Pension System (Optional) as per the policy.

BOSCH are Trademarks of Robert Bosch GmbH, Germany

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4. Extended Benefits

During your employment tenure with us, you will be covered under company provided insurance:

4.1 Hospitalization Insurance - for self and family (for spouse and children up to the age 23 years).

4.2 Personal Accident Insurance - for self only

4.3 Life Insurance - for self only

The aforementioned perquisites are subject to alteration and amendment.

5. Salary Revision and Benefits

Salary shall be reviewed on an annual basis and you shall be notified of the amount of your salary entitlement for the succeeding year,depending on performance during the year.

6. Eligibility

This offer of employment is valid subject to you scoring a minimum of 70% aggregate with no current backlogs in Degree and 70% score consistently from SSLC onwards.

7. Retirement

You will retire from the services of the company on attaining the age of superannuation. The retirement age in Bosch is 60 years.

8. Leave Benefits

You will be entitled to 18 days of Earned Leave, 12 days of General Leave, subject to the terms and condition as per the prevailing leave policy.

9. Integrity

Each employee at Bosch is committed to ensure integrity in all aspects of their functioning. You are expected to comply with the policies as listed in the code of Business Conduct of the company as they form an integral part of the terms of your employment with Bosch. You are required to read and agree to the Rules & Regulations of Service and Conduct as listed in the **Annexure III.**

10. Conditions of Hire

10.1 The assignment offered to you is on a whole time basis. You will not carry on or be concerned with any business of your own or on behalf of anyone else directly or indirectly, nor shall you take up other business or be associated with any other business with or without remuneration during the course of employment with the company. Further, if you have any trade or business interest and have any existing connection or future connection with the Company as suppliers, dealers, agents or contractors thereof, you are obligated to disclose such connection to the Company at the time of joining, if there is a present connection and inform the management of the Company on becoming aware of any proposed transactions through such relations in the future.

10.2 If the Company sends you on training including research and development activities, to another country or a place in India with a view to benefit the Company in pursuance of its business objectives, which will be at an additional cost to the Company, you agree not to accept employment in a company in competition with RBEI and/ or undertake a business that is in competition with RBEI. In the event you leave the Company within **One Year** after such training period, the Company will be entitled to recover the costs from you, incurred by the Company towards such training; you may be required to sign a bond to that effect.

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10.3 You have to submit a copy of your current Degree certificate / Provisional certificate and all semester marks sheets / Consolidated mark sheet on your said date of joining.

11. Transferability

Initially you will be posted at our Bangalore/Coimbatore location, however you may be transferred to provide your services to any of our existing/ future establishments, sister concerns of Bosch or at our client location situated within India or abroad depending upon the company's requirements on the same terms and conditions of this letter and any additional terms that may be applicable to you as per Company policies. In case you are deputed abroad, you will be required to fulfil the conditions regarding financial security and minimum service subsequent to such deputation as per the Company's Policy.

12. Information

In accordance with the provisions of the Companies Act 1956, you are required to disclose your relations or business connections, if any, with the Directors of this Company. You are required to furnish these details in your job application form and return to us. You are also required to disclose information regarding any posts held by you including any honorary position.

13. Termination

The notice period for termination of employment on either side will be Three months. When payment in lieu of notice is offered by the management or the employee, the notice pay shall mean only the basic salary and does not include cash equivalent of any allowances, etc.

Payment in lieu of notice shall be subject to acceptance of the same by the Company considering unfinished tasks, projects on hand, work in progress, etc. You shall not be deemed to have been relieved of your services except upon issue of a letter to that effect.

14. Medical Fitness

This offer is provisional, subject to you being declared medically fit by our Medical Officer. On the day of joining you are required to furnish an eye fitness certificate as mentioned in the **Annexure II** appended to this letter.

15. Personal Information

This employment offer is made based on the information given by you in the RBEI application form submitted to us. In case company finds at any time, the information given by you is not correct, untrue or incomplete, the company shall have the right to dismiss you from your employment at any time without notice or salary in lieu of notice period.

16. Background Check and References

Your appointment is contingent upon satisfactory report on the background check conducted by our company's approved agency relating to your education and address.

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17. Acceptance and Commencement

Your appointment will be confirmed upon receiving your acceptance to this offer letter. Your functional area, location and date of joining will be informed later.

To confirm your acceptance, you are requested to communicate the acceptance of this offer within 7 days from the date of receiving this letter, to your placement officer.

We welcome you to the organization and look forward for a long and mutually beneficial association.

Please note, you are not eligible for company sponsored accommodation, therefore, you are advised to identify your suitable accommodation facility in advance of your joining.

Please sign and return the copy of this letter as a token of your acceptance of above terms and conditions at the time of your joining.

Robert Bosch Engineering and Business Solutions Private Limited

Manikkanddan K E
Senior Manager
(Human Resources)

Bharath Kakaiah
Senior HR Officer
(Human Resources)

I agree and accept the above terms and conditions and confirm that I will join duty on _____

_____ Name

_____ Signature

_____ Date

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Annexure I

Personal and Confidential

22.03.2019

Compensation and Benefits Plan

Name:	Mr.Harsha B M
Qualification:	B.Tech/BE
Designation:	Associate Software Engineer
Level:	50

Components	**Per Month**	**Per Annum**
	Rs.	**Rs.**
Cash Components		
Basic Salary	12500	150000
Buffet of Benefits (HRA, Conveyance, Medical, LTA, SAF Contribution, etc)	23469	281625
Total	**35969**	**431625**
Retirals / Statutory Contribution		
Company Contribution towards PF (12% of Basic Salary)	1500	18000
Gratuity (4.81% of Basic Salary)**	601	7215
Total	**2101**	**25215**
Variable Pay		
Company Performance related Pay - CPrP at factor EAV 1.0 company achievement		**43163**
Total Cost to Company	**38070**	**500000**
National Pension System (NPS) Optional - Employer Contribution		**12495**

Manikkanddan K E
Senior Manager
(Human Resources)

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

Bharath Kakaiah
Senior HR Officer
(Human Resources)

* The aforementioned perquisites are subject to alteration and amendment.

** Eligibility for Gratuity is as per Payment of Gratuity Act 1972

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EMPLOYMENT AGREEMENT

05th Mar 2019

Harsha Bompalli Mutt
MIG 2/81, Netaji Nagar,
Housing board, KHB Colony,
Bellary – 583104.

Dear Harsha,

Congratulations! We are pleased to extend this Employment Agreement to you and welcome you to Ruckus - ARRIS family. Set out below, are the terms and conditions of your employment with Ruckus Wireless Pvt Ltd. ("Company"). Your job-related details are as below:

Job Code : **EN0621**

Job Title : **Software Engineer**

Job Level : **1**

Further terms and conditions as enumerated hereunder:

1. **Service Date**

   Your effective Date of employment will be mutually agreed date or such date as may be notified in writing by the company

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2. **Annual Base Salary**

Your Annual Base Salary is **INR 7,50,000 /-, (Rupees Seven Lakh Fifty Thousand Only)**

Salary Structure (Non - Sales)		
Categories	**Component**	**INR (Per Annum)**
(A) Basic	Basic (Fixed @ 40%)	300000
(B) Flexible Allowances	House Rent Allowance - HRA (@50% of Basic)	150000
	Special Allowance (Balance of Annual Base Salary)	159000
	Leave Travel Allowance – LTA (Up to 35% of Basic)	105000
(C) Retirals	Provident Fund - Employer Contribution (as per PF rules)	36000
Annual Base Salary (ABS) = A + B + C		**750000**

CTC may be amended from time to time by the Company at it sole discretion. Salaries are normally paid by direct transfer to your bank account in accordance with the Company's normal Payroll Procedures.

3. **Other allowances and benefits**

Other annual allowances, reimbursements and benefits as applicable to you are described in **Annexure A** to this letter.

Female employees (only) are entitled to statutory maternity benefits as provided under **Annexure B** to this letter.

You agree that any bonus payments linked with production/productivity or other compensation paid to you by the Company will be in lieu of any bonus required to be paid to you under the applicable legislation in India.

4. **Retirement benefit – Provident Fund**

12% of your Basic salary will be contributed by the Company towards the approved Provident Fund scheme. Equal contribution by you is mandatory. You will have the option to increase your contribution to the Provident Fund through the Voluntary Provident Fund scheme ("VPF").

5. **Income Tax**

Your Basic salary and all other allowances will be subject to applicable income tax according to the Income Tax Act 1961 and notifications thereon by the Government of India.

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6. **Particulars Submitted:**

It is understood that this employment is being offered to you on the basis of the particulars submitted by you. However, if at any time it should emerge that the particulars furnished by you are false/incorrect or if any material or relevant information has been suppressed or concealed this appointment will be considered ineffective and irregular and would be liable to be terminated by the Company forthwith on the grounds of deemed misconduct without notice or compensation in lieu thereof. This will be without prejudice to the rights of the Company to take any other actions including disciplinary action against you for the same.

7. **Jurisdiction:**

It is agreed that any dispute of whatsoever nature between you and the Company will be subject to the jurisdiction of Bengaluru Courts only, whether they be any other courts or tribunal or authority of whatsoever nature. Without prejudice to the foregoing, all disputes in relation to this Employment Agreement shall be settled through arbitration in accordance with the Arbitration and Conciliation Act, 1996.

8. **Address and Communication**

You shall keep the Company informed of your latest postal address at all times and intimate the Company in writing in case of change of address. Any communication sent to you by the Company on your last known address shall be deemed to have been duly served notwithstanding the fact that you have changed your address.

9. **Mandatory ARRIS Training**

You will be given a list of training programs that you will be expected to undergo immediately upon joining and periodically thereafter. We expect that all mandatory training as mentioned in the correspondence that will follow will be completed within the stipulated time after your joining us.

10. **Transfer**

a) Depending upon exigencies of business your services can be transferred by the Company in any capacity as the Company may desire from time to time, from
b) One location to another
c) One department to another
d) One project to another
e) It is a condition of employment that you can be transferred by the Company anywhere in India or abroad to any of the parent Company's Subsidiary Companies, Joint Ventures, Associates, Sister Companies etc., as per needs. Such transfers will not create for you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees in the new place.

11. **Working Hours, Holidays and leave**

You will observe the working hours, holidays and leave rules as per the service rules applicable to your category of employees and as prescribed by the company from time to time.

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12. Health Examination

You will be examined at any time by a doctor of Company's choice for your medical fitness to continue to work for the Company and opinion of the Company's Doctor in this regard shall be final and binding on you.

13. Proof of Age

You will be required to produce satisfactory proof of age at the time of joining. The same may be evidenced from the School Leaving certificate or from the birth registration certificate. Once, such proof of age is accepted and recorded on the Company's register, you will not be permitted to seek a change of date of birth.

14. Past Record

If, at any time whatsoever, 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, you will be liable to removal from services without any notice or compensation whatsoever on the grounds of misconduct.

15. Protection of Company Property

You will sign and return a copy of the "Agreement to Protect Company's Property Rights", attached to this Employment Agreement.

16. Confidentiality

You will not at any time disclose to a third party any of the Company's confidential technical information or any information concerning the business of the Company and its parent and affiliated Companies, which you may come to know during your service with the Company.

Any intellectual property developed by you during your employment with the Company, including any copyrights, designs, patents, layouts, mask works, etc. shall be deemed as “works for hire” under applicable intellectual property laws and shall be the exclusive property of the Company. You hereby assign all rights in relation to such intellectual property to the Company on a worldwide and perpetual basis at no extra costs and further agree to do all such acts to perfect such assignment to the Company. You agree that this assignment shall not lapse in any circumstance including on the failure of the Company to exercise its rights under the assignment.

In order to more effectively set out the detailed rights and obligations of the parties in relation to protection of confidential information and intellectual property, you may be required to execute other documents by the Company (such as an employee intellectual property assignment and confidentiality protection agreement) and you agree to be bound by any such additional terms.

17. Code of Conduct

You are required to go through the Company Code of Conduct which will be made available on the day of your joining. You will be required to sign the declaration with the Code of Conduct and return it to the Company, as a token of your having read, understood and your agreeing to abide by its contents.

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18. Privacy

You will be providing to the Company certain information about yourself and your family, including personal information and sensitive personal data or information ("Personal Information"). You agree that the Company may access, process or transfer such Personal Information as provided in its privacy policy. Notwithstanding anything contained herein, "reasonable security practices and procedures" under section 43A Explanation (ii) of the Information Technology Act 2000 means the Company's privacy policy and such security procedures adopted by the Company to protect such Personal Information.

19. Notice

In the event that either party wants to terminate the Employment agreement, they can do so by giving ONE month notice to the other or make a payment in lieu of notice. The Company shall however have the right to extend the notice period more than one month, if needed.

The Company shall be entitled to terminate your employment "for cause" forthwith, without notice or compensation in the event of your misconduct (which term shall have the meaning as assigned under Company policy/law) and/or any act which constitutes an offence involving moral turpitude.

20. On Separation

On termination of employment and/or your resignation you will immediately return to the Company all the tools, accessories, formulae, documents, specifications, books etc. of whatsoever nature in your custody, care of charge and obtain clearance certificate from the relevant person/office/dept., on production of which alone your dues, if any, will be settled by the Company.

21. Retirement

Your age of retirement from the services will be on completion of sixty years. However, you may be retired at any age before sixty years during your services in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls.

22. Other Terms & Conditions

Your work in the Company will be subject to the rules and regulations of the Company, as promulgated and modified from time to time in relation to your conduct, discipline and other matters as notified to you.

You shall during the services with the Company, devote your whole time and attention to the Company's business entrusted to you and you shall not engage yourself directly or indirectly in any business or service other than the Company's business or service except with Company's prior approval obtained in writing.

Whenever there is a change in your personal information, you shall notify the Company in writing within three days.

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In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the appointment with the Company and as may be amended or altered from time to time at the discretion of the Company will also apply to you. This Employment Agreement will lapse and have no further value, force or effect if it is not accepted and a counter-signed copy of this letter not returned.

Please confirm that the above terms and conditions of this Employment Agreement are acceptable to you and that you accept the employment by signing the duplicate copy of this letter as a confirmation of your acceptance and return it to us immediately.

We again welcome you to ARRIS and look forward to your contributions in building successful Business.

Yours Sincerely,

For **Ruckus Wireless Pvt. Ltd.**

RITU CHAUBEY

Digitally signed by RITU CHAUBEY
Date: 2019.03.05 12:45:21 +05'30'

Ritu Chaubey
Director-Human Resources

I have gone through the aforesaid terms and conditions /terms of appointment and have fully understood the same. I hereby accept the appointment on the terms and conditions stated hereinabove.

Date:

Signature (FULL NAME)

This letter is digitally signed.

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ANNEXURE – A

Other benefits:

1	Annual Leave	As of the Commencement Date your annual leave balance will be zero. 30 working days for each calendar year on a pro-rata basis. Maximum year end accumulation up to 30 days. Encashment of annual leave balance, up to a maximum of 30 days, only upon separation.
2	Sick Leave / Casual Leave	12 days per annum.
3	Company paid Holidays	A list of holidays will be announced every year by the Company.
4	Hospitalization Scheme	As Per the existing Medical Insurance Scheme
5	Group Life Insurance	As applicable.
6	Gratuity	As applicable and as per Payment of Gratuity Act.
7	Bonus / Incentive Plan	You will be covered under Company's Bonus / Incentive plan as applicable to your position.

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Harsha. B.M
4JC15CS035
CSE

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RUCKUS™ an ARRIS company

EMPLOYMENT AGREEMENT

05th Mar 2019

Harsha Bompalli Mutt
MIG 2/81, Netaji Nagar,
Housing board, KHB Colony,
Bellary – 583104.

Dear Harsha,

Congratulations! We are pleased to extend this Employment Agreement to you and welcome you to Ruckus - ARRIS family. Set out below, are the terms and conditions of your employment with Ruckus Wireless Pvt Ltd. ("Company"). Your job-related details are as below:

Job Code	**: EN0621**
Job Title	**: Software Engineer**
Job Level	**: 1**

Further terms and conditions as enumerated hereunder:

1. **Service Date**

   Your effective Date of employment will be mutually agreed date or such date as may be notified in writing by the company

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

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2. **Annual Base Salary**

Your Annual Base Salary is **INR 7,50,000 /-, (Rupees Seven Lakh Fifty Thousand Only)**

Salary Structure (Non - Sales)		
Categories	**Component**	**INR (Per Annum)**
(A) Basic	Basic (Fixed @ 40%)	300000
(B) Flexible Allowances	House Rent Allowance - HRA (@50% of Basic)	150000
	Special Allowance (Balance of Annual Base Salary)	159000
	Leave Travel Allowance – LTA (Up to 35% of Basic)	105000
(C) Retirals	Provident Fund - Employer Contribution (as per PF rules)	36000
Annual Base Salary (ABS) = A + B + C		**750000**

CTC may be amended from time to time by the Company at it sole discretion. Salaries are normally paid by direct transfer to your bank account in accordance with the Company's normal Payroll Procedures.

3. **Other allowances and benefits**

Other annual allowances, reimbursements and benefits as applicable to you are described in **Annexure A** to this letter.

Female employees (only) are entitled to statutory maternity benefits as provided under **Annexure B** to this letter.

You agree that any bonus payments linked with production/productivity or other compensation paid to you by the Company will be in lieu of any bonus required to be paid to you under the applicable legislation in India.

4. **Retirement benefit – Provident Fund**

12% of your Basic salary will be contributed by the Company towards the approved Provident Fund scheme. Equal contribution by you is mandatory. You will have the option to increase your contribution to the Provident Fund through the Voluntary Provident Fund scheme ("VPF").

5. **Income Tax**

Your Basic salary and all other allowances will be subject to applicable income tax according to the Income Tax Act 1961 and notifications thereon by the Government of India.

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6. **Particulars Submitted:**

It is understood that this employment is being offered to you on the basis of the particulars submitted by you. However, if at any time it should emerge that the particulars furnished by you are false/incorrect or if any material or relevant information has been suppressed or concealed this appointment will be considered ineffective and irregular and would be liable to be terminated by the Company forthwith on the grounds of deemed misconduct without notice or compensation in lieu thereof. This will be without prejudice to the rights of the Company to take any other actions including disciplinary action against you for the same.

7. **Jurisdiction:**

It is agreed that any dispute of whatsoever nature between you and the Company will be subject to the jurisdiction of Bengaluru Courts only, whether they be any other courts or tribunal or authority of whatsoever nature. Without prejudice to the foregoing, all disputes in relation to this Employment Agreement shall be settled through arbitration in accordance with the Arbitration and Conciliation Act, 1996.

8. **Address and Communication**

You shall keep the Company informed of your latest postal address at all times and intimate the Company in writing in case of change of address. Any communication sent to you by the Company on your last known address shall be deemed to have been duly served notwithstanding the fact that you have changed your address.

9. **Mandatory ARRIS Training**

You will be given a list of training programs that you will be expected to undergo immediately upon joining and periodically thereafter. We expect that all mandatory training as mentioned in the correspondence that will follow will be completed within the stipulated time after your joining us.

10. **Transfer**

a) Depending upon exigencies of business your services can be transferred by the Company in any capacity as the Company may desire from time to time, from
b) One location to another
c) One department to another
d) One project to another
e) It is a condition of employment that you can be transferred by the Company anywhere in India or abroad to any of the parent Company's Subsidiary Companies, Joint Ventures, Associates, Sister Companies etc., as per needs. Such transfers will not create for you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees in the new place.

11. **Working Hours, Holidays and leave**

You will observe the working hours, holidays and leave rules as per the service rules applicable to your category of employees and as prescribed by the company from time to time.

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12. **Health Examination**

You will be examined at any time by a doctor of Company's choice for your medical fitness to continue to work for the Company and opinion of the Company's Doctor in this regard shall be final and binding on you.

13. **Proof of Age**

You will be required to produce satisfactory proof of age at the time of joining. The same may be evidenced from the School Leaving certificate or from the birth registration certificate. Once, such proof of age is accepted and recorded on the Company's register, you will not be permitted to seek a change of date of birth.

14. **Past Record**

If, at any time whatsoever, 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, you will be liable to removal from services without any notice or compensation whatsoever on the grounds of misconduct.

15. **Protection of Company Property**

You will sign and return a copy of the "Agreement to Protect Company's Property Rights", attached to this Employment Agreement.

16. **Confidentiality**

You will not at any time disclose to a third party any of the Company's confidential technical information or any information concerning the business of the Company and its parent and affiliated Companies, which you may come to know during your service with the Company.

Any intellectual property developed by you during your employment with the Company, including any copyrights, designs, patents, layouts, mask works, etc. shall be deemed as "works for hire" under applicable intellectual property laws and shall be the exclusive property of the Company. You hereby assign all rights in relation to such intellectual property to the Company on a worldwide and perpetual basis at no extra costs and further agree to do all such acts to perfect such assignment to the Company. You agree that this assignment shall not lapse in any circumstance including on the failure of the Company to exercise its rights under the assignment.

In order to more effectively set out the detailed rights and obligations of the parties in relation to protection of confidential information and intellectual property, you may be required to execute other documents by the Company (such as an employee intellectual property assignment and confidentiality protection agreement) and you agree to be bound by any such additional terms.

17. **Code of Conduct**

You are required to go through the Company Code of Conduct which will be made available on the day of your joining. You will be required to sign the declaration with the Code of Conduct and return it to the Company, as a token of your having read, understood and your agreeing to abide by its contents.

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18. Privacy

You will be providing to the Company certain information about yourself and your family, including personal information and sensitive personal data or information ("Personal Information"). You agree that the Company may access, process or transfer such Personal Information as provided in its privacy policy. Notwithstanding anything contained herein, "reasonable security practices and procedures" under section 43A Explanation (ii) of the Information Technology Act 2000 means the Company's privacy policy and such security procedures adopted by the Company to protect such Personal Information.

19. Notice

In the event that either party wants to terminate the Employment agreement, they can do so by giving ONE month notice to the other or make a payment in lieu of notice. The Company shall however have the right to extend the notice period more than one month, if needed.

The Company shall be entitled to terminate your employment "for cause" forthwith, without notice or compensation in the event of your misconduct (which term shall have the meaning as assigned under Company policy/law) and/or any act which constitutes an offence involving moral turpitude.

20. On Separation

On termination of employment and/or your resignation you will immediately return to the Company all the tools, accessories, formulae, documents, specifications, books etc. of whatsoever nature in your custody, care of charge and obtain clearance certificate from the relevant person/office/dept., on production of which alone your dues, if any, will be settled by the Company.

21. Retirement

Your age of retirement from the services will be on completion of sixty years. However, you may be retired at any age before sixty years during your services in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls.

22. Other Terms & Conditions

Your work in the Company will be subject to the rules and regulations of the Company, as promulgated and modified from time to time in relation to your conduct, discipline and other matters as notified to you.

You shall during the services with the Company, devote your whole time and attention to the Company's business entrusted to you and you shall not engage yourself directly or indirectly in any business or service other than the Company's business or service except with Company's prior approval obtained in writing.

Whenever there is a change in your personal information, you shall notify the Company in writing within three days.

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In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the appointment with the Company and as may be amended or altered from time to time at the discretion of the Company will also apply to you. This Employment Agreement will lapse and have no further value, force or effect if it is not accepted and a counter-signed copy of this letter not returned.

Please confirm that the above terms and conditions of this Employment Agreement are acceptable to you and that you accept the employment by signing the duplicate copy of this letter as a confirmation of your acceptance and return it to us immediately.

We again welcome you to ARRIS and look forward to your contributions in building successful Business.

Yours Sincerely,

For **Ruckus Wireless Pvt. Ltd.**

RITU CHAUBEY

Digitally signed by RITU CHAUBEY
Date: 2019.03.05 12:45:21 +05'30'

Ritu Chaubey
Director-Human Resources

I have gone through the aforesaid terms and conditions /terms of appointment and have fully understood the same. I hereby accept the appointment on the terms and conditions stated hereinabove.

Date:

Signature (FULL NAME)

This letter is digitally signed.

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ANNEXURE – A

Other benefits:

1	Annual Leave	As of the Commencement Date your annual leave balance will be zero. 30 working days for each calendar year on a pro-rata basis. Maximum year end accumulation up to 30 days. Encashment of annual leave balance, up to a maximum of 30 days, only upon separation.
2	Sick Leave / Casual Leave	12 days per annum.
3	Company paid Holidays	A list of holidays will be announced every year by the Company.
4	Hospitalization Scheme	As Per the existing Medical Insurance Scheme
5	Group Life Insurance	As applicable.
6	Gratuity	As applicable and as per Payment of Gratuity Act.
7	Bonus / Incentive Plan	You will be covered under Company's Bonus / Incentive plan as applicable to your position.

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LOGMEIN SYSTEMS INDIA PVT LTD
Prestige Khoday Tower, Raj Bhavan Road, Vasanthnagar, Bangalore – 560 001. Inida
CIN: U72900KA2016FTC093626 Telephone No.: +91 80 30110200

17 October 2018

Hemanth Kumar M
#61/A, Behind bus depo,
18th cross,Aravinda nagar,
Mysuru 570009

Subject: Employee – Appointment and Employment Agreement

Dear Hemanth Kumar M,

Further to your interview and selection thereof, we have great pleasure in welcoming you to LogMeIn Systems India PVT LTD.

Your employment with the company will commence on **04 July 19** and you will report to Yogesh Pant, Director, Engineering - Data Platform, Big Data on such commencement date. You will have the designation of **Associate Software Engineer** from the date of commencement of your employment.

You will be subject to the detailed terms that are attached to this employment letter as Annexure A ("Terms of Employment"). You will also be governed by the rules and regulations of the Company that may be modified from time to time, at the discretion of the Company.

The details of your compensation, including the breakup of compensation are contained in the worksheet attached to this letter as Annexure B.

By executing the Data Protection Notice provided in Annexure C, you acknowledge that you have read, understand, and unequivocally and unconditionally consent to all collection, use, transfer, disclosure, retention and other processing of your personal information as described in this notice. If consent is withheld, it may interfere with the Company's ability to properly administer its relationship with you.

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ANNEXURE A

TERMS AND CONDITIONS OF EMPLOYMENT

1. Nature of Employment

(a) Upon commencement of your employment with the Company, you will be designated with the position of **Associate Software Engineer** of the Company.

(b) The Company has the sole discretion to modify the nature of your duties and designation as it may deem appropriate without assigning any reason and you will be expected to undertake all responsibilities that may be assigned to you by the Company at any time.

(c) You will report to such person as may be designated by the Company from time to time and shall be subject to supervision as per the policies and discretion of the Company.

(d) The nature of your employment will be "at will" and no fixed period of employment in the Company is applicable to you. However, you or the Company may terminate the employment as per the provisions contained herein.

(e) You are expected to apply the highest degree of professional and technical skills and experience, work diligently and exercise care in the use of office equipment and machinery. You will devote your whole time and attention to your duties to promote the interests of the Company and its parent/subsidiary/allies/group companies and you will apply the best degree of professional, technical and administrative skills and experience and work diligently.

2. Standard Conditions of Employment

(a) In addition to the Terms of Employment contained herein, you shall be subject to the standard conditions of employment of the Company.
These standard conditions of employment of the Company will be communicated to you from time to time or be accessible by you at the Human Resource office or on the Company's intranet.

(b) These conditions of Employment will relate to various matters relating to your working with the Company, including hours of work, holidays, code of conduct, confidentiality policy, dress code, provident fund, bonus and ESI / medical reimbursement, misconduct, indiscipline etc.

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(c) The standard conditions of employment are deemed to include other policies of the Company that may be created, like the policies for prevention of harassment at the workplace, internet and network use, etc.

(d) These standard conditions of employment may be changed by the Company from time to time at the sole discretion of the Company and such changed conditions of Employment shall become applicable to you forthwith, upon receipt of notice of the same.

3. Probation

You will be on probation for a period of six (6) months from the DOJ the services of the LogMeIn **(Probation Period).** Confirmation and permanent placement with LogMeIn is contingent upon your successful completion of this Probationary Period. During the Probation Period, the Company shall have the right to terminate your services with two(2) weeks' advance notice or pay lieu thereof without assigning any reason whatsoever.

4. Representations

(a) You hereby represent that all the contents of your resume, testimonials, references, previous employment details and other information furnished by you are true and accurate.

(b) If any of the above particulars are found to be incorrect or misleading in any way, the Company shall have the right to terminate your employment forthwith, without the requirement of providing you any notice or compensation in lieu thereof.

5. Whole Time Employment

(a) You shall be a full-time employee of the Company and will devote your professional energies entirely towards the conduct of your duties under your employment with the Company.

(b) During your employment with the Company, you shall not simultaneous engage yourself in any other gainful or commercial activity (other than normally acceptable personal investment activity), business or professional activity, whether part-time or full-time, or directly or indirectly.

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6. **Compensation**

(a) In consideration for your employment with the Company, you shall be paid a yearly compensation as detailed in Annexure B.

(b) The compensation payable to you shall be entirely at the discretion of the Company. The Company makes no representation of any increase in compensation, either with regard to the quantum or duration of such increase in compensation.

(c) Your compensation is based on your qualifications, skill sets and overall experience. Therefore, the compensation payable to you by the Company is unique and personal and any comparison of the same with those of others will be of no relevance.

(d) Except to the extent prescribed by law, the breakup of compensation shall be entirely at the discretion of the Company but will be based on such factors as level of employment, tax efficiency, fairness and management convenience.

(e) Your terms of employment and compensation are strictly confidential and you shall not divulge the same to any other employee of the Company except where required by Company policy.

(f) The Company makes no representation that it shall at any time offer you shares in the Company or options underlying those shares. If and when the Company implements an employee stock option scheme, the Company may, at its discretion apply such scheme to you.

7. **Leave Benefits**

You will be eligible for the following leave benefits:

(a) **Vacation/Earned Leave** - You will be eligible for twenty two (22) days of vacation leave with pay, for every 12 months of continuous service. This will accumulate at the rate of one day for every twenty days' work performed. You shall apply in writing for the leave, no less than ten (10) days before the day of leave begins, except in the case of sick leave. Any absence without prior/adequate notice or extension of the leave period without prior/adequate notice, other than for sick leave, will be treated as unauthorized absence from duty and be considered as a breach of employment terms. Availing/setting off of accumulated leave against the notice period in case of resignation, will not be allowed. You would be paid at a rate equal to the daily average of total full time earnings of days worked in the month immediately preceding the leave

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(b) **Sick Leave** – You are also entitled during the first twelve months of continuous service and during every subsequent twelve months of such service to paid sick leave for a period not exceeding twelve days; You must produce a sick certificate following two consecutive days of sick leave.
This will apply if the days fall over the weekend, therefore if you are absent from work through illness on Friday or Monday you must produce a sick certificate. Sick leave is authorized only for illness, doctor visits, paternity or care of family members. Un-availed Privilege/Sick leave for a 12 month period will lapse at the end of such year. The un-availed leave cannot be accumulated/carried over to the next calendar year nor can it be encashed.

(c) **Carry Forward Days** - You may carry forward up to 30 working days of holiday entitlement for a given holiday year to the subsequent holiday year (with any additional accrued, but untaken, holiday entitlement lapsing at the end of the holiday year), provided that such carried over holiday entitlement must be used by 30 April in the subsequent holiday year, failing which it shall lapse. You shall not be entitled to any payment in lieu of any holiday entitlement which lapses at any time. Any holiday entitlement, which has not been used in the holiday year, will be forfeited. Other than on the cessation of your employment, no payment will be made in respect of any untaken holiday entitlement accrued but not taken. Any holiday entitlement outstanding on leaving the Group is calculated up to the date you actually leave. If you have taken less holidays than this you will be paid in lieu. If you have taken more holiday than this, a pro-rated sum will be deducted from your last salary payment.

(d) **Maternity Benefit** – Woman employees are entitled to maternity leave of twenty six (26) consecutive weeks for delivery (birth) of a child, and not more than 8 weeks of such maternity leave shall be availed for, before the date of expected delivery. This leave will be with normal pay. Any maternity leave taken in excess of above limits will be without pay.

(e) The list of holidays that the Company will observe will be furnished to you in writing subsequent to you joining the employ of the Company. Please note that this will only be an indicative list and the Company reserves the right to alter or amend the list at its sole discretion without prior intimation to any employee in the Company.

(f) **General provisions on leave**

(i) An Employee shall apply in writing for the leave, no less than ten (10) days before the day of leave begins, except in the case of sick leave.

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(ii) Any absence without prior/adequate notice or extension of the leave period without prior/adequate notice, other than for sick leave, will be treated as unauthorized absence from duty and be considered as a breach of employment terms.

(iii) Availing/setting off of accumulated leave against the notice period in case of resignation, will not be allowed.

(iv) An employee would be paid at a rate equal to the daily average of total full time earnings of days worked in the month immediately preceding the leave.

8. Tax Liability

(a) The tax liability, if any, including income tax, arising on your compensation will be your personal liability and will be governed by the tax laws of the country wherein your services are provided. The Compensation mentioned in Annexure B is provided on a gross basis.

(b) The Company reserves the right to deduct tax at source from any component of your compensation and take such other actions as required by applicable law.

9. Safe Custody of Company Material

(a) You will be responsible for keeping safe and in good condition, all Company material entrusted to you, including, but not limited to cellular phones, laptop, car and other equipment ("Company Property").

(b) In the event of any damage or loss to the Company Property entrusted to you, you shall be liable for the same and the Company reserves the right to deduct the cost of such articles from your compensation or take such other action that it may deem appropriate.

10. Corrupt Practices

(a) During the period that you are employed by the Company, you shall not, either on behalf of the Company or in the pretext thereof, offer any Government Officer any consideration for the performance of any assessment or decision that may be favorable to the Company, other than the legally acceptable, official and Company approved consideration.

(b) A Government Officer includes any person working in or acting on behalf of any person working in any organization that is part of a government of any country or which is wholly or partially controlled by a government or which exercises any quasi-government function.

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(c) You may offer a gift to any Government Official on behalf of the Company provided it is approved by the Company or its policies and such gift is not sought to influence the decision of such Government Officer and is not otherwise prohibited by applicable laws.

(d) During the period that you are employed by the Company, you shall not, either while acting on behalf of the Company or in the pretext thereof, accept from any person or entity, any consideration for any assessment or decision may be favorable to that person or entity. Such consideration shall include any item or conduct that may be of value such as a gift, bride, payment, performance, favor, etc.

11. Special Requirements

(a) You acknowledge that in view of the Company's intention to conduct business and service customers all over the world, you shall conform to such additional practices as may be required by the Company.

(b) Such practices may include:

(i) A requirement to obtain end use statements from customers of products or services of the Company;
(ii) A prohibition on export of certain goods and services to certain countries or to parties who may be so notified by the company;
(iii) Special requirements prescribed by customers of the Company, including relating to standards for the protection of confidential information.

12. Transfer / Deputation

(a) Your initial posting will be in Bangalore, India. However, the Company reserves the right to transfer your services to any of its offices/sites/affiliated companies or divisions of the Company as it may deem necessary solely at the discretion of the Company and for such period of time that the Company deems appropriate.

(b) You may be deputed from time to time to work at a LogMeIn entity in USA or for any client at the client's site, whether in the USA or elsewhere. In case of deputation with LogMeIn entity, you shall be treated as having bound yourself to serve the LogMeIn Group entity for the deputation period and any stipulated period thereafter, and you will also be required to sign a nondisclosure/confidentiality agreement with the relevant LogMeIn Group entity.

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LOGMEIN SYSTEMS INDIA PVT LTD
Prestige Khoday Tower, Raj Bhavan Road, Vasanthnagar, Bangalore – 560 001. Inida
CIN: U72900KA2016FTC093626 Telephone No.: +91 80 30110200

(c) The Company also reserves the right to transfer your services under substantially the same terms and conditions contained herein, to any successor-in–interest by virtue of any corporate restructuring, amalgamation, takeover or merger by or of the Company.

13. Termination

(a) If either you or the Company wish to terminate your employment, either party may do so provided a notice period of one (1) months or payment in lieu thereof shall be given to the other.

(b) You recognize that given your responsibility within the organization and the need for a transition should you wish to terminate your employment with the Company, the above period is necessary and reasonable.

(c) The Company shall be entitled to terminate your employment "for cause" forthwith, without notice or compensation in the event you:

(i) have been found guilty of any misconduct or indiscipline;
(ii) have violated any of the Terms of Employment or standard conditions of employment;
(iii) have been persistently unpunctual, or neglected your duties or performed your duties in a manner unacceptable to the Company;
(iv) become the subject of bankruptcy;
(v) are convicted for any offence under any law for the time being in force in any jurisdiction.
(vi) do not have the mental or physical capacity to carry out your official functions, responsibilities or duties.
(vii) commit any act detrimental to the interests of the Company.

14. Consequences of Termination

(a) You shall at the time of leaving the employment of the Company, deliver back to the Company any and all Company Property, devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, equipment, confidential information or any other documents or property, or reproductions of any of the aforementioned items provided to you pursuant to your employment with the Company or otherwise in the possession of the Company.

(b) You agree that you shall not copy, duplicate, recreate or record or otherwise keep in possession or deliver to anyone other than the Company, any of the aforementioned items.

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15. Confidentiality and Intellectual Property Protection

(a) You agree to keep confidential and not to disclose or to make use of, any information of the Company, including its clients, associates and business partners, that is by its nature confidential or which is communicated to you to be confidential.

(b) Any intellectual property developed by you during your employment with the Company, including any copyrights, designs, patents, layouts, mask works, etc shall be the exclusive property of the Company and you hereby assign all rights in relation to such intellectual property to the Company on a worldwide and perpetual basis and agree to do all such acts to perfect such assignment to the Company.

(c) In order to more effectively set out the detailed rights and obligations of the parties in relation to protection of confidential information and intellectual property, you shall execute the Company's Employee Intellectual Property and Confidentiality Protection Agreement and agree to be bound by its terms.

16. Non Solicitation / Non Compete

(a) You shall not directly or indirectly, or through any other party, solicit or offer employment to any persons who are employees of the Company or its affiliates for a period of one (1) year after the date of termination of your employment with the Company.

(b) You shall not, directly or indirectly, or through any third party, solicit business from, any customer of the Company for a period of one (1) year after the date of termination of your employment with the Company.

(c) You shall not, directly or indirectly, perform services or take up employment with any competitor of the Company for a period of one (1) year after the date of termination of your employment with the Company.

17. Dispute Resolution

(a) Except as provided herein, all disputes in relation to this Agreement shall be settled through arbitration in accordance with the Arbitration and Conciliation Act, 1996.

(b) The arbitration shall be conducted by a single arbitrator to be selected by you out of a list of three arbitrators provided by the Company.

(c) The arbitration proceedings shall take place at Bangalore, India and shall be conducted in English.

Signature Not Verified

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(d) You acknowledge that damages will not be an adequate remedy in the event of breach of any of your obligations under this Agreement. You therefore agree that the Company shall be entitled (without limitation of any other rights or remedies otherwise available) to obtain injunctive or equitable relief from any court of competent jurisdiction.

18. **Miscellaneous Provisions**

(a) Change Of Address - You will promptly inform the Company in writing of any change in your residential address or contact details.

(b) Governing Law - This Agreement shall be governed by, and construed in accordance with the laws of India.

(c) Waiver - No inaction, act or omission by the Company shall be considered as a waiver by the Company of any of its rights herein unless specifically waived by the Company in writing.

(d) Invalid Provision – If any of the Terms of Employment are invalid under law, such provision shall be replaced by another provision which most nearly effectuates the same result as the impugned provision.

LOGMEIN SYSTEMS INDIA PVT LTD

Signature _____ **Signature** Hemanth Kumar.M

Name: Bhavya P K **Name** HEMANTH KUMAR. M

Designation: Senior Manager-Human Resources **Date** 22/10/18

Signature Not Verified

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ANNEXURE B

Particulars	Annual-INR	Monthly-INR
Basic Salary (50% of base)	440,903	36,742
House Rent Allowance (40% of basic)	176,361	14,697
FBP:		
Leave Travel Allowance (1 month basic)	36,742	3,062
Health Club Reimbursement	60,000	5,000
FBP (Special allowance)	167,799	13,983
Total Base Salary	**881,805**	**73,484**
Employer Contribution to Provident Fund	52,908	4,409
Gratuity	21,197	1,766
Bonus (5% of the Base Salary)	44,090	
Total Cost to the Company	**1,000,000**	**83,333**

Retention Bonus:

Eligible for a Retention Bonus (Cash Award) of 300,000 spread over 2nd and 3rd years.

Below is the payment schedule

50% Pay Out (150,000) : Upon Successful completion of 2nd Year or the effective Payment date

50% Pay Out (150,000) : Upon Successful completion of 3rd Year or the effective Payment date

Bonus is paid on a half yearly basis based on the company performance.

REIMBURSEMENTS		
Broadband Reimbursement	36,000	Maximum up to INR 36,000 per annum (April to March), against the submission of bills.

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ANNEXURE C

DATA PROTECTION NOTICE

The purpose of this notice is to inform you about standards that the Company observes to protect your personal information. The Company respects individual privacy rights and interests. Accordingly, the Company has developed and adheres to an employee data protection policy (the "**Policy**") when processing personal data. You may request a copy of this Policy by contacting Human resources. Please note that the Company is issuing this notice (and any related documents in furtherance of this notice) in order to comply with legal requirements prescribed by the Government of India to protect your personal information and we request your cooperation in compliance of the same. The Company has no intention of using any of your personal information or data in any manner prejudicial to your current position.

In addition to personal information obtained from you during the application or placement process, the Company will only collect your personal information where there is a legitimate purpose for doing so. The Company will only use, retain and otherwise process your personal information for the purposes of administering and managing its relationship with you, and administering and safeguarding its broader workforce and operations, including with respect to:

- administration of payroll, compensation and benefits, including stock administration (employees);
- management and human resources operations;
- appraisal, training and development (as applicable);
- facility, security, and health and safety management;
- recruitment of other LogMeIn India workers;
- identification;
- reimbursement of expenses (as applicable);
- administration of business travel and relocation (as applicable);
- worker investigations and discipline;
- internal auditing;
- compliance and risk management;
- communication;
- internal technical and operational support;
- legal proceedings and document subpoenas (if and when they arise); and
- compliance with local legal requirements.

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CIN: U72900KA2016FTC093626 Telephone No.: +91 80 30110200

As you may be aware, the Company is a global organization. In order to efficiently and effectively administer and manage its operations, the Company may transfer your personal information amongst its divisions, business units, subsidiaries or affiliates, which may include a LogMeIn Group company located outside the country in which your personal information was collected and you agree and consent to the same. We will inform you of the name and address of any entity other than your employer that collects, receives or retains your information. All agencies who receive or process your information will be required to adhere to applicable privacy laws.

The Company will take appropriate technical, physical and organizational precautions to keep your personal information confidential and secure at all times, and will comply with applicable local privacy and data protection laws in this regard. The Company personnel will only have access to your personal information where there is a legitimate business need for such access only for the purposes identified herein and/or as mentioned in the Policy. You agree that such precautions and security measures taken by the Company to protect your information shall constitute reasonable security practices and procedures under applicable Indian privacy laws.

In addition, it may be necessary to disclose your personal information to select third parties (such as service providers) who the Company requires to affirm the data privacy and protection standards to which the Company is committed, to the Company's professional advisors (e.g., lawyers and accountants), in medical or security emergencies, where legally required (e.g., tax authorities or other government agencies), or where otherwise required by applicable local law.

In very limited circumstances, it may be necessary for the Company to directly or indirectly collect and subsequently use personal information which may be regarded as "sensitive," such as information regarding your racial or ethnic origin; political opinions; religious or philosophical beliefs; trade union membership; health (physical or physiological or mental) or medical condition; and/or sexuality and/or financial information such as bank account or credit card or debit card or other payment instrument details. The Company will only collect and use this information where strictly necessary to administer and manage its relationship with you. For example, the Company may collect information about your citizenship for the purposes of verifying work authorization as legally required and thereby indirectly collect information concerning your racial or ethnic origin.

Further, if the information is being collected, received or retained by any external agency, the name and address of such agency will be shared with you. All agencies who receive or process your information will be required to adhere to privacy laws in force in India. However, our obligations herein with regard to providing your information to external agencies will not apply to information which is required by the government mandated under the law to obtain such information or by an order given by a court for the time being in force.

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If you do not wish to provide any information to us or if you wish to withdraw the same from the records of the Company, you have the option to do so by way of written notice to the Company. In such case, the Company has the right to terminate your employment with the Company.

If you so require, upon written request to the Company, you will be given an opportunity to review any personal information that you provided to the Company as well as to inform us as to any inaccuracy or deficiency in such information and in such event, the Company will correct such personal information.

Please note that if any information is freely available or accessible in the public domain, the Company will not have any obligations to you regarding the same.

If you have any questions or concerns regarding the Company's processing of your personal information, please contact Dena Upton, VP, Human Resources, or: Michael Donahue, Senior VP and General Counsel at 320 Summer Street, Boston, MA 02210 USA.

By signing below, you acknowledge that you have read, understand, and unequivocally and unconditionally consent to all collection, use, transfer, disclosure, retention and other processing of your personal information as described in this notice. If consent is withheld, it may interfere with the Company's ability to properly administer its relationship with you.

Hemanth Kumar.M
SIGNATURE

HEMANTH KUMAR.M
NAME

22/10/18
DATE

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11 October 2018

Hemanth Kumar M
#61/A, Behind bus depo,
18th cross,Aravinda nagar,
Mysuru 570009

Dear Hemanth Kumar,

Subject: Internship with LogMeIn Systems India Pvt Ltd

We are pleased to offer you internship with us as **Associate Software Engineering Intern** on the following terms and conditions:

You will be working at our office in Bangalore from 3rd January 2019 (for a period of 6 Months). The reporting address will be communicated to you via email.

You will be paid **INR 35,000**/- per month as part of the internship program.

During the tenure of your service with the Company, you are prohibited from undertaking any other employment whether on a full or part-time basis and from engaging in any trade or business or contract or avocation or honorary work anywhere, without the prior permission of the Company. Contravention of this condition will result in termination of your services with the Company without any notice.

Your internship is subject to signing a separate Non — disclosure agreement.

This offer of internship is issued to you with the understanding that all information furnished by you in your application is correct. If the information given by you while seeking internship with the Company is not found to be correct and or true and/or if it is found that you have knowingly suppressed any information, the Company will have the right, either to withdraw this offer before you join service or at any time thereafter, without any notice and or without payment of any compensation in lieu of notice to you.

On termination of services, you shall obtain no objection and no due certificates from all the departments within the company and return the properties of the company, until then dues if any to you shall be withheld. This includes both movable and immovable.

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You will be governed by the Company's rules and regulations as in force from time to time with respect to all matters not covered by this letter. If the above terms and conditions are acceptable to you, please return to the undersigned duplicate copy of this letter duly signed by you within 3 working days of receiving it, and sign the non - disclosure agreement at the time of joining.

LogMeIn Systems India Pvt. Ltd.,

Bhavya P K
Senior Manager – Human Resources
Email – Bhavya.pk@logmein.com

DECLARATION OF THE EMPLOYEE

Hemanth Kumar. M
12/10/18

Hemanth Kumar
(Signature & Date)

Signature Not Verified

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Please sign and return a copy of this letter indicating your formal acceptance of the terms and conditions of employment offered herein. Kindly note that this letter stands withdrawn and cancelled in case we do not receive your formal acceptance on or before **24 October 18**

LOGMEIN SYSTEMS INDIA PVT LTD

Signature _____ **Signature** HemanthKumar.M

Name: Bhavya P K **Name** HEMANTH KUMAR. M

Designation: Senior Manager-Human Resources **Date** 22/10/18

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October 29, 2018

To,
Ms. Hiba Iqbal Begum
SJCE Mysore,
Mysore.

Dear Hiba,

On behalf of Aurigo Software Technologies Pvt. Ltd (hereinafter referred to as the "**Company**"), I am pleased to offer you the position of **Member Technical Staff** of the Company. We are impressed with your credentials and look forward to your future success in this position.

The terms of your new position with the Company are as set forth below:

1. **Position**

a. You will be appointed as **Member Technical Staff** of the Company, working out of the Company's offices in Bangalore. In this role you will be accountable for working on a variety of projects in a highly collaborative, fast-paced environment. You will be responsible for analyzing the requirements, designing and developing the software and enhancing the platform for our award winning flagship product suite Aurigo Masterworks using the .Net technology stack. You should have the ability to work in a team, constantly meet deadlines and possess good written and oral communication skills. You will report to the **Engineering Manager** or such other positions as directed by the Company from time to time.

b. You agree to the best of your ability and experience that you will at all times loyally and conscientiously perform all of the duties and obligations required of and from you pursuant to the express and implicit terms hereof, and to the reasonable satisfaction of the Company. During the term of your employment, you further agree that you will devote all of your business time and attention to the business of the Company, the Company will be entitled to all of the benefits and profits arising from or incident to all such work services and advice, you will not render commercial or professional services of any nature to any person or organization, whether or not for compensation, without the prior written consent of the Company's Board of Directors, and you will not directly or indirectly engage or participate in any business that is identical, similar o otherwise competitive in any manner with the business of the Company. Nothing in this letter agreement will prevent you from accepting speaking or presentation engagements in exchange for honoraria or from serving on boards of charitable organizations, or from owning no more than one percent (1%) of the outstanding equity securities of a corporation whose stock is listed on a national stock exchange.

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2. **Start Date**

Subject to fulfillment of any conditions imposed by this letter agreement, you will commence this new position with the Company on **3rd June, 2019.**

3. **Compensation Plan**

You will be paid a CTC of **INR 7,00,000 per annum** and **INR 3,00,000** of retention bonus (retention bonus of INR 1,00,000 will be paid on completion of every year for 3 consecutive years). The fixed compensation includes all components such as Basic, HRA, PF and Leave Travel Assistance. The salary break-up is detailed in Annexure A of this Offer Letter. The Company shall be entitled to deduct Income tax at source, at the rates applicable on your remuneration; Employment / Professional tax and all other dues from you to the Company such as, loans and advances given to you and all statutory deductions applicable from time to time.

Your base salary will be reviewed annually as part of the Company's performance review process.

4. **Stock Options**

Subsequent Option Grants. Subject to the discretion of the Company's Board of Directors, you may be eligible to receive additional grants of stock options or purchase rights from time to time in the future, on such terms and subject to such conditions as the Board of Directors shall determine as of the date of any such grant.

5. **Benefits**

a. Insurance Benefits.
1. You will be covered under Accident Insurance for 10 Lakhs.
2. In addition to the above you will also be covered for Medical Insurance of Rs. 4 lakhs for yourself and your dependents from the date of Joining.
   This Insurance coverage will be over and above your CTC.

b. Vacation; Sick Leave. You will be entitled to 15 days paid vacation and 8 days of sick leave per year pro-rated for the remainder of this calendar year. Un-utilized vacation leave can be carried forward to the next leave cycle. However, the maximum vacation leave that can be accumulated by an employee is 30 days. Beyond the 30-day limit, vacation leave will lapse.

c. Gratuity is over and above the CTC and is applicable as per the Gratuity Act.

6. **Confidential Information and Invention Assignment Agreement**

Your acceptance of this offer and commencement of employment with the Company is contingent upon the execution, and delivery to an officer of the Company, of the Company's Confidential

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Information and Invention Assignment Agreement, a copy of which is enclosed for your review and execution (the "**Confidentiality Agreement**"), prior to or on your Start Date. In the event that there is any breach of any of your obligations under the terms of the Confidentiality Agreement, you shall be required to indemnify the Company for any loss that the Company may incur as a result of any such breach, as more fully described under the terms of the Confidentiality Agreement.

7. **At-Will Employment**

You understand and acknowledge that your Relationship with the Company is and shall continue to be at-will, as defined under applicable law, meaning that either you or the Company may terminate the relationship at any time for any reason or no reason, without further obligation or liability, with a sixty (30) days written notice by either party or salary in lieu thereof. Failure to comply with the notice period will attract a penalty of a sum equivalent to the compensation payable to you pro rata for the un-served notice period.

If an employee was offered any retention bonus, the date of resignation/termination will be considered as date of cessation of employment agreement and accordingly, notice period served if any shall not be considered for computation of retention period.

The Company reserves the right terminate this employment for cause with immediate effect if there is a violation of any of the terms of this agreement by you. Such termination will not include any further obligation or liability borne by the Company.

8. **Transfer**

Though you have been engaged for a specific position, the Company reserves the right to transfer you to any other location, department, establishment, factory, subsidiary or branch of the Company/Group in existence now or which may be established hereafter in India or abroad. In such cases, you will be governed by the terms and conditions of service applicable to the new assignment.

9. **Company Policies**

You will be governed by the Company's policies, regulations and procedures on the office timings, leave, travel, transfers, misconduct, Provident fund, Bonus and ESI/Medical Reimbursement or/and other matters etc, presently in force or as introduced/amended from time to time. Further, the Employee during the employment period shall perform his/her duties with honesty, diligence, orderliness, obedience and faithfulness towards the Company.

10. **Non - Solicitation & Competition**

You shall not during the term of employment with the Company and for a period of 24 months thereafter immediately following the termination of employment with the Company for any reason, whether with or without cause, you shall not either:

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- directly or indirectly solicit, induce, recruit or encourage any of the Company's employees to leave their employment, or join any other employment or undertake any other activity that is of similar nature so as to give any sort of competition to the business of the Company;

- take away any clients or customers of the Company or attempt to solicit, induce, recruit, encourage or take away clients or customers of the Company, either for yourself or for any other person or entity;

- join the services or be associated with any former employee of the Company who is undertaking or seeks to undertake any activity competing with the business of the Company;

- join the services or be associated with any client of the Company who is into similar business of the Company or seeks to undertake any activity competing with the business of the Company;

a breach under this clause shall be construed to be a material breach of this terms and conditions of employment.

You agree that any dispute in this regard, shall be determined by the Company and hereby agree that the decision of the Company in this regard shall be final and binding on you.

You understand and acknowledge that your employment with the Company is subject to the accuracy of the testimonials and other information provided by you and a positive medical, reference and background check.

11. **Governing Law; Consent to Jurisdiction**

This Agreement will be governed by the laws of India. You hereby expressly consent to the jurisdiction of the courts located in Bangalore for any lawsuit filed there against you by the Company arising from or relating to this Agreement.

Signature Not Verified
SOKKALINGAM ARUMUGAM DHANARAJ
CN=SOKKALINGAM ARUMUGAM DHANARAJ, SERIALNUMBER=09c71c743605d0...d3f0bf7df6ea45d76c824ff43c67a40809fdf41420957ae, S=Karnataka, PostalCode=570006, Phone=6c62dc6a97e4c1a626e...1dd89ff89c15c36e9252e3ca1b465469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND TECHNOLOGY UNIVERSITY, C=IN
02.02.2024 22:35

We are all delighted to be able to extend you this offer and look forward to working with you. To indicate your acceptance of the Company's offer, please sign and date this letter in the space provided below and return it to me, along with a signed and dated copy of the Confidentiality Agreement. This letter, together with the Confidentiality Agreement, set forth the terms of your employment with the Company and supersedes any prior representations or agreements, whether written or oral. This letter may not be modified or amended except by a written agreement, signed by the Company and by you.

BEST WISHES

RANGA GOWDA

_____

Signature

Title: **Director – Professional Services**

Date: **29th October, 2018**

ACCEPTED AND AGREED:

HIBA IQBAL BEGUM

Hibaiqbalbegum

Signature

Date: **29th October, 2018**

Signature Not Verified

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02.02.2024 22:35

CS

AVI Networks

AVI NETWORKS INDIA PRIVATE LIMITED
#110, "JB House", 4th Cross, 5th Block,,
Koramangala Industrial Layout, Koramangala, Bangalore 560 095
www.avinetworks.com, CIN –U72200KA2016FTC086768

02 August 2018

Dear Mr. Holla P Sanath Srinivasa,

Further to our discussions, we have the pleasure to offer you an internship with Avi Networks India Private Limited ("Avi Networks" or the "Company") as per the terms of reference given below.

Commencement of Employment

1. You are employed by the Company in the function of **Intern** with effect from 02 Jan, 2019 ("Internship Start Date")

2. As a member of an organization that practices flexibility and continuous improvement in work processes and practices, your roles and responsibilities may vary. You are required to report to our office in Bangalore, India. You will be reporting to such person in Avi Networks as may be indicated to you from time to time.

3. Subject to your accepting this appointment letter and reporting to duty on or before 02 Jan, 2019, you shall be on an internship till 15 Apr, 2019

4. Your internship with the Company is only for the period of time specified above beginning on the internship Start Date and may only be extended if in a writing signed by the Company's Authorized Signatory. In addition, either you or the Company is free to terminate the relationship for any reason, with or without cause, with one month's notice or payment in lieu of notice.

5. Subject to satisfactory performance during the internship period you may be converted to a full time employment role, details of which will be communicated separately through a provisional offer letter.

Working Hours

6. For your information, the official timings of the company are 9AM to 6PM Monday to Friday. It is expressly agreed that if you fail to perform the work according to the scheduled working hours or you resort to stoppage of work, whether alone, or with others, you will be entitled to receive salary only in proportion to the working hours during which you actually performed work, apart from the fact that strict disciplinary action may be taken against you.

Compensation

7. You shall be paid a monthly stipend of **INR 35,000/-** (Rupees Thirty Five Thousand Only) and will be subject to deduction of tax at source as applicable. Avi Networks assumes no responsibility for your personal tax affairs, and your tax liability in respect of your remuneration is entirely your responsibility; provided however, Avi Networks may from to time, withhold any tax as may be required by applicable law

8. Payment shall be made by bank transfer to only to such account designated by you.

Intellectual Property

9. All intellectual property rights in any work or material developed by you during the course of your employment shall belong to and be the property of Avi Networks and you confirm that you shall not be entitled to claim any r[illegible]ual property. If required by Avi

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TECHNOLOGY UNIVERSITY, C=IN
02.02.2024 22:35

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

Networks during or after the term of this engagement, you shall assign and transfer in favour of Avi Networks or, at the request of Avi Networks. in favour of any of its subsidiary, affiliate or customers, all intellectual property rights in such works or materials and shall execute such deeds and documents, as Avi Networks may require to effectually vest in Avi Networks, any of its subsidiary, affiliate or customers as Avi Networks may require, any and all intellectual property rights and benefits in such works or materials. In performance of your duties and responsibilities, you shall not use or infringe any intellectual property properties or rights of any other persons.

Governing Law

10. This Agreement is governed by and construed in accordance with the laws of India.

The terms of this offer are strictly confidential between you and the Company and any breach of this confidence will be viewed with utmost seriousness.

We take this opportunity to congratulate you on your selection and look forward to a long and mutually beneficial association between you and Avi Networks. We trust our relationship will be guided by a quest for excellence in all facets of our interactions as well as based on a foundation of mutual respect and sincerity in all dealings. Welcome aboard! Kindly return a copy of this letter duly counter signed by you in acceptance of the terms and conditions set out therein.

Document Submission Requirements

You are requested to report at 9.00am on your date of commencement of employment (as mentioned in clause 3 above) to complete the joining formalities. At the time of joining, you are requested to submit the following documents

- Certificates supporting your educational qualifications along with mark sheets (10+12+ Graduation + Course Certifications)
- Proof of Age
- Proof of Address
- Copy of PAN Card
- Copy of Aadhaar Card

Sincere regards,

For **Avi Networks India Private Limited**

Ramkumar Sankar
Head of India Operations

I hereby accept and agree to this employment contract. I promise to abide by the policies and regulations of the Company.

Name: Holla P Sanath Srinivasa
Signature: Sanath
Start Date: 01-Jan-2019
PAN: KLTPS1679R
Today's Date: 16-Aug-2018

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

Signature Not Verified

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02.02.2024 22:35

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Name:- Holla P Sanath Srinivasa
USN:- 4JU15CJ039
Branch: CSE

AVI Networks

AVI NETWORKS INDIA PRIVATE LIMITED
#110, "JB House", 4th Cross, 5th Block,,
Koramangala Industrial Layout, Koramangala, Bangalore 560 095
www.avinetworks.com, CIN –U72200KA2016FTC086768

HOLLA P SANATH SRINIVASA
Bangalore

Dear Mr. Holla P Sanath Srinivasa,

Further to the **Internship Offer letter**, we are pleased to extend you a **Provisional Offer** for the position of **Member of Technical Staff** with Avi Networks India Private Limited (hereinafter referred as "Avi"). This Provisional Offer of employment is for a regular, full-time position based in Bangalore subject to Satisfactory completion of your internship with us.

Please note that the terms of employment detailed in this document are confidential. These contents should not be disclosed to third parties without prior approval from the Company.

1. Compensation

a. **Salary/Benefits:** Your annual gross salary will be Rs.**11, 00,000 (Rupees Eleven Lakhs Only)**. During the term of your employment, you will be eligible to participate in all of the Company's Employee benefits. This includes comprehensive Medical and Personal Accident Insurance cover and Paid-Time Off as per Company's Leave Policy.

b. **Equity Award:** Subject to a separate agreement and approval by the board of directors of Avi Networks, Inc., USA, you may also be eligible to participate in the Company Equity programme, the details of which will be communicated upon successful completion of internship. Upon approval, you will be notified in writing as to the details of the Equity award and its terms and conditions..

c. **Sign on Bonus:** Your sign on Bonus of **INR 2, 00,000** (Two Lakhs Only) will be paid along with your first pay slip. The Joining bonus is fully taxable in your hands. Should you desire to leave the services of the Company anytime within a period of 24 (Twenty Four) months from your start date,
you are liable to refund the entire portion of Joining bonus disbursed to you.

2. Terms and Conditions of Employment

a. The Provisional Offer with Avi Networks will be confirmed subject to successful completion of internship meeting the performance expectations.
b. Execution of full time employment agreement
c. Completion of Graduation with a minimum GPA of 7.5
d. You are able to provide evidence of your right to work and remain in India in accordance with applicable law or you will be issued the relevant work visa or work permits;
e. Completion by the Company of your background checks including credit, education, and employment reference and the verification of your personal information, each to the satisfaction of the Company.
f. You consent to the abovementioned background screening, either by the Company or through a third party provider, and give consent to the Company or such third party provider to contact any person in the course of completion of such background checks and verifications.

Signature Not Verified
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AVI NETWORKS INDIA PRIVATE LIMITED
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Koramangala Industrial Layout, Koramangala, Bangalore 560 095
www.avinetworks.com, CIN - U72200KA2016FTC086768

3. **Entire Agreement**

This letter agreement (together with the agreements and annexures referred to herein) supersedes any prior agreements, representations or promises of any kind, whether written, oral, express or implied between you and the Company with respect to the subject matters herein. This letter (together with the agreements and annexures referred to herein) may not be modified or amended except by a written agreement, signed by the Company and by you.

To indicate your agreement with all terms and your acceptance of this Provisional Offer, please sign the duplicate copy of the offer on all sheets at the bottom on the right corner and return the same to Avi.

We welcome you to Avi Networks India Private Limited and look forward to a mutually rewarding association.

For **Avi Networks India Private Limited**

Authorized Signatory

Acceptance of Offer

I have read and accept this offer of employment.

Sanath (Holla P Sanath Srinivasa) 02-Jan-2019

Signature (Name) Start Date

16-Aug-2018

Today's Date

Signature Not Verified

SOKKALINGAM ARUMUGAM DHANARAJ
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www.avinetworks.com, CIN –U72200KA2016FTC086766

02 August 2018

Dear Mr. Holla P Sanath Srinivasa,

Further to our discussions, we have the pleasure to offer you an internship with Avi Networks India Private Limited ("Avi Networks" or the "Company") as per the terms of reference given below.

Commencement of Employment

1. You are employed by the Company in the function of **Intern** with effect from 02 Jan, 2019 ("Internship Start Date")

2. As a member of an organization that practices flexibility and continuous improvement in work processes and practices, your roles and responsibilities may vary. You are required to report to our office in Bangalore, India. You will be reporting to such person in Avi Networks as may be indicated to you from time to time.

3. Subject to your accepting this appointment letter and reporting to duty on or before 02 Jan, 2019, you shall be on an internship till 15 Apr, 2019

4. Your internship with the Company is only for the period of time specified above beginning on the internship Start Date and may only be extended if in a writing signed by the Company's Authorized Signatory. In addition, either you or the Company is free to terminate the relationship for any reason, with or without cause, with one month's notice or payment in lieu of notice.

5. Subject to satisfactory performance during the internship period you may be converted to a full time employment role, details of which will be communicated separately through a provisional offer letter.

Working Hours

6. For your information, the official timings of the company are 9AM to 6PM Monday to Friday. It is expressly agreed that if you fail to perform the work according to the scheduled working hours or you resort to stoppage of work, whether alone, or with others, you will be entitled to receive salary only in proportion to the working hours during which you actually performed work, apart from the fact that strict disciplinary action may be taken against you.

Compensation

7. You shall be paid a monthly stipend of **INR 35,000/-** (Rupees Thirty Five Thousand Only) and will be subject to deduction of tax at source as applicable. Avi Networks assumes no responsibility for your personal tax affairs, and your tax liability in respect of your remuneration is entirely your responsibility; provided however, Avi Networks may from to time, withhold any tax as may be required by applicable law

8. Payment shall be made by bank transfer to only to such account designated by you.

Intellectual Property

9. All intellectual property rights in any work or material developed by you during the course of your employment shall belong to and be the property of Avi Networks and you confirm that you shall not be entitled to claim any rights over such intellectual property. If required by Avi

Signature Not Verified
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www.avinetworks.com, CIN –U72200KA2016FTC086768

Networks during or after the term of this engagement, you shall assign and transfer in favour of Avi Networks or, at the request of Avi Networks, in favour of any of its subsidiary, affiliate or customers, all intellectual property rights in such works or materials and shall execute such deeds and documents, as Avi Networks may require to effectually vest in Avi Networks, any of its subsidiary, affiliate or customers as Avi Networks may require, any and all intellectual property rights and benefits in such works or materials. In performance of your duties and responsibilities, you shall not use or infringe any intellectual property properties or rights of any other persons.

Governing Law

10. This Agreement is governed by and construed in accordance with the laws of India.

The terms of this offer are strictly confidential between you and the Company and any breach of this confidence will be viewed with utmost seriousness.

We take this opportunity to congratulate you on your selection and look forward to a long and mutually beneficial association between you and Avi Networks. We trust our relationship will be guided by a quest for excellence in all facets of our interactions as well as based on a foundation of mutual respect and sincerity in all dealings. Welcome aboard! Kindly return a copy of this letter duly counter signed by you in acceptance of the terms and conditions set out therein.

Document Submission Requirements

You are requested to report at 9.00am on your date of commencement of employment (as mentioned in clause 3 above) to complete the joining formalities. At the time of joining, you are requested to submit the following documents

- Certificates supporting your educational qualifications along with mark sheets (10+12+ Graduation + Course Certifications)
- Proof of Age
- Proof of Address
- Copy of PAN Card
- Copy of Aadhaar Card

Sincere regards,

For **Avi Networks India Private Limited**

Ramkumar Sankar
Head of India Operations

I hereby accept and agree to this employment contract. I promise to abide by the policies and regulations of the Company.

Name: Holla P Sanath Srinivasa
Signature: Sanath
Start Date: 01-Jan-2019
PAN: KLTPS1679R
Today's Date: 16-Aug-2018

Signature Not Verified
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02.02.2024 22:35

Hewlett Packard
Enterprise

3 Dec, 2018

Ikshudhanva Guddekoppa Ananthamurthy
#42, Guddekoppa, Kagga Village, Suryadevasthana Post, Koppa

Dear Ikshudhanva Guddekoppa Ananthamurthy,

We are pleased to inform you that you have been selected for training with Hewlett Packard India Software Operation Pvt. Ltd. ("HPE" or the "Company") from 10 Jan, 2019 to 10 Jul, 2019 for a period of 6 months under the guidance and supervision of Kunal Deshpande. Your location would be Bangalore.

1. During the tenure of the project, you will be paid a stipend of Rs.20,000 per month. The payment of stipend shall depend on your unconditional presence at any location that may be stipulated herein above.
2. It is clearly understood that you are not in any manner providing any service to HPE and that the payment of stipend shall not in any manner be construed or deemed to be consideration for services rendered by you.
3. You will not be entitled to any statutory benefits of otherwise to which a regular employee of the company is entitled.
4. You will be entitled for 12 days leave per annum, weekly holidays and such other holidays declared by the Company.
5. During your training with the company you shall be bound by the company's rules and regulation applicable from time to time and any violation to this will result in immediate termination of your training.
6. During your training with the company you may come across certain confidential information related to the business of the company, any such information you shall not use or disclose to others or any third party in any circumstances.
7. You shall not publish your research / project report and about the company in any form in mass media and the same is to be treated strictly for academic purpose only.
8. You shall maintain utmost confidentiality on any information that you acquire during the project and sign the enclosed confidentiality agreement on or before the start of training period.
9. You shall not, during the period of your project study at HPE, copy, duplicate, decompile or translate any intellectual property of HPE without appropriate authorization. You shall not take out any intellectual property belonging to HPE, outside the work place or HPE's premises, without appropriate authorization from the supervisor.
10. You shall be obligated to compensate HPE appropriately, in the event you cause any loss or damage to any property that is owned or leased by HPE, during the training period.
11. It is expressly understood and agreed by and between us that the company shall in no way be liable /responsible for any injuries/ impairment in health arising during your training period.
12. This offer of appointment is conditional upon successful background checks (which may include

FOR Company

Vsethi

Shalini Dutta
APJ Technology & Services Talent Acquisition Manager

FOR Employee

Name: _____

Signature: _____

Date: _____

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

Signature Not Verified

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02.02.2024 22:35

Hewlett Packard
Enterprise

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.

We look forward to having you join us and wish you a fruitful training with us.

Agreement Regarding Confidential Information and Proprietary Developments
India

Ikshudhanva Guddekoppa Ananthamurthy

1. **Consideration and Relationship to Employment.** As a condition of my employment with Hewlett Packard Enterprise or one of its subsidiaries, successors, assigns, or affiliates (referred to collectively as, "Company"), in return for Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties in such employment, I knowingly agree to restrictions provided for below that will apply during and after my employment by Company. I understand, however, that nothing relating to this Agreement will be interpreted as a contract or commitment whereby Company is deemed to promise continuing employment for a specified duration.

2. **Confidential Information.** This Agreement concerns trade secrets, confidential business and technical information, and know-how not generally known to the public (hereinafter "Confidential Information") which is acquired or produced by me in connection with my employment by Company. Confidential Information may include, without limitation, information on Company organizations, staffing, finance, structure, information of employee performance, compensation of others, research and development, manufacturing and marketing, files, keys, certificates, passwords and other computer information, as well as information that Company receives from others under an obligation of confidentiality. I agree to abide by the Company Confidential Information Policy and specifically agree that with regard to Company Confidential Information:

(a) to use such information only in the performance of Company duties;

(b) to hold such information in confidence and trust; and

(c) to use all reasonable precautions to assure that such information is not disclosed to unauthorized persons or used in an unauthorized manner, both during and after my employment with Company.

I further agree that any organizational information or staffing information learned by me in connection with my employment by Company is the Confidential Information of Company, and I agree that I will not share such information with any recruiters or any other employers, either during or subsequent to my employment with Company; further, I agree that I will not use or permit use of such as a means to recruit or solicit other Company employees away from Company (either for myself or for others).

FOR Company

Shalini Dutta
APJ Technology & Services Talent Acquisition Manager

FOR Employee
Name: _____

Signature: _____
Date: _____

Signature Not Verified

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02.02.2024 22:35

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3. **Proprietary Developments.** This Agreement also concerns inventions and discoveries (whether or not patentable), designs, works of authorship, mask works, improvements, data, processes, computer programs and software (hereinafter called "Proprietary Developments") that are conceived or made by me alone or with others while I am employed by Company and that relate to the research and development or the business of Company, or that result from work performed by me for Company, or that are developed, in whole or in part, using Company's equipment, supplies, facilities or trade secrets information.

Such Proprietary Developments are the sole property of Company, and I hereby assign and transfer all rights in such Proprietary Developments to Company. I also agree that any works of authorship created by me shall be deemed to be "works made for hire." I further agree for all Proprietary Developments:

(a) to disclose them promptly to Company;

(b) to sign any assignment document to formally perfect and confirm my assignment of title to Company;

(c) to assign any right of recovery for past damages to Company; and

(d) to execute any other documents deemed necessary by Company to obtain, record and perfect patent, copyright, mask works and/or trade secret protection in all countries, in Company's name and at Company's expense.

I understand that Company may delegate these rights. I agree that, if requested, my disclosure, assignment, execution and cooperation duties will be provided to the entity designated by Company.

This Agreement does not apply to an invention for which no equipment, supplies, facility or trade secret information of the employer was used and which was developed entirely on the employee's own time, unless (a) the invention relates (i) to the business of the employer or (ii) to the employer's actual or demonstrably anticipated research or development, or (b) the invention results from any work performed by the employee for the employer.

4. **Respect for Rights of Former Employers.** I agree to honor any valid disclosure or use restrictions on information or intellectual property known to me and received from any former employers or any other parties prior to my employment by Company. I agree that without prior written consent of such former employers or other parties, I will not knowingly use any such information in connection with my Company work or work product, and I will not bring onto the premises of Company any such information in whatever tangible or readable form.

5. **Work Product.** The product of all work performed by me during and within the scope of my Company employment including, without limitation, any files, presentations, reports, documents, drawings, computer programs, devices and models, will be the sole property of Company. I understand that Company has the sole right to use, sell, license, publish or otherwise disseminate or transfer rights in such work product.

FOR Company

Shalini Dutta
APJ Technology & Services Talent Acquisition Manager

FOR Employee

Name: _____

Signature: _____

Date: _____

Signature Not Verified

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02.02.2024 22:35

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Enterprise

6. **Company Property.** I will not remove any Company property from Company premises without Company's permission. Upon the end of my employment with Company, I will return all Company property to Company unless Company's written permission to keep it is obtained.

7. **Protective Covenants.** I acknowledge that a simple agreement not to disclose or use Company's Confidential Information or Proprietary Developments after my employment by Company ends would be inadequate, standing alone, to protect Company's legitimate business interests because some activities by a former employee who had held a position like mine would, by their nature, compromise such Confidential Information and Proprietary Developments as well as the goodwill and customer relationships that Company will pay me to develop for Company during my employment by Company.

I recognize that activities that violate Company's rights in this regard, whether or not intentional, are often undetectable by Company until it is too late to obtain any effective remedy, and that such activities will cause irreparable injury to Company. To prevent this kind of irreparable harm and to protect Company's trade secrets, I agree that during my employment and for a period of twelve months following the end of my employment with Company, I will abide by the following Protective Covenants:

(a) **No Solicitation of Customers.** I will not (in person or through assistance to others) knowingly participate in soliciting or communicating with any customer of Company in pursuit of a Competing Line of Business if I either had business-related contact with that customer or received Confidential Information about that customer in the last two years of my employment at Company;

(b) **No Solicitation of Company Employees.** I will not (in person or through assistance to others) knowingly participate in soliciting or communicating with any Company Employee for the purpose of persuading or helping the Company Employee to end or reduce his or her employment relationship with Company if I either worked with that Company Employee or received Confidential Information about that Company Employee in the last two years of my employment with Company; and

(c) **No Solicitation of Company Suppliers.** I will not (in person or through assistance to others) knowingly participate in soliciting or communicating with any Company Supplier for the purpose of persuading or helping the Company Supplier to end or modify to Company's detriment an existing business relationship with Company if I either worked with that Company Supplier or received Confidential Information about that Company Supplier in the last two years of my employment with Company.

As used here, **"Competing Line of Business"** includes a business that involves a product or service offered or to be offered by anyone other than Company that would replace or compete with any product or service offered or to be offered by Company or its related corporations (unless Company and its related corporations are no longer engaged in or planning to engage in that line of business). **"Company Employee"** means an individual employed by or retained as a consultant to Company or its related corporations. **"Company Supplier"** means an individual, corporation, other business entity or separately operated business unit of an entity that regularly provides goods or services to Company or its related corporations, including without limitation any OEM, ODM or subcontractor.

FOR Company

Shalini Dutta
APJ Technology & Services Talent Acquisition Manager

FOR Employee

Name: _____

Signature: _____

Date: _____

Signature Not Verified

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8. **Enforcement.** I make these agreements to avoid any future dispute between myself and Company regarding specific restrictions on my post-employment conduct that will be reasonable, necessary and enforceable to protect Company's Confidential Information and Proprietary Developments and other legitimate business interests. The Protective Covenants are ancillary to the other terms of this Agreement and my employment relationship with Company. This Agreement benefits both me and Company because, among other things, it provides finality and predictability for both me and the company regarding enforceable boundaries on my future conduct. Accordingly, I agree that this Agreement and the restrictions in it should be enforced under common law rules favoring the enforcement of such agreements.

For these reasons, I agree that I will not pursue any legal action to set aside or avoid application of the Protective Covenants. This Agreement will survive the end of my employment with Company and shall, likewise, continue to apply and be valid notwithstanding any change in my duties, responsibilities, position, or title.

9. **Relief; Extension.** I understand that if I violate this Agreement (particularly the Protective Covenants), Company will be entitled to (i) injunctive relief by temporary restraining order, temporary injunction, and/or permanent injunction, (ii) recovery of attorneys' fees and costs incurred by Company in obtaining such relief where allowed by law, and (iii) any other legal and equitable relief to which Company may be entitled. Injunctive relief will not exclude other remedies that might apply. If I am found to have violated any restrictions in the Protective Covenants, then the time period for such restrictions will be extended by one day for each day that I am found to have violated them, up to a maximum extension equal to the time period originally prescribed for the restrictions.

10. **Severability; Authority for Revision; Assignment; Governing Law.** The provisions of this Agreement will be separately construed. If any provision contained in this Agreement is determined to be void, illegal or unenforceable, in whole or in part, then the other provisions contained herein will remain in full force and effect as if the provision so determined had not been contained herein. If the restrictions provided in this Agreement are deemed unenforceable as written, the parties expressly authorize the court to revise, delete, or add to such restrictions to the extent necessary to enforce the intent of the parties and to provide Company's goodwill, Confidential Information, Proprietary Developments and other business interests with effective protection. In the event the restrictions provided in this Agreement are deemed unenforceable and cannot be reformed to make them enforceable, then any prior agreements that I have made with Company relating to confidential information or proprietary developments shall not be deemed to have been superseded or otherwise affected by this Agreement, but instead shall remain in effect. The title and paragraph headings in this Agreement are provided for convenience of reference only, and shall not be considered in determining its meaning, intent or applicability. This Agreement will inure to the benefit of the parties' heirs, successors and assigns. This Agreement, including but not limited to the Protective Covenants, may be assigned by Company to a subsequent employer, successor or assign without the need for further authorization or agreement from me. This Agreement will be governed by the laws of the country and/or state identified as my work location in which I work at the time of its enforcement.

FOR Company

Shalini Dutta
APJ Technology & Services Talent Acquisition Manager

FOR Employee

Name: _____

Signature: _____

Date: _____

Signature Not Verified

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11. **Acceptance by Company.** A counterpart of this Agreement has been manually executed by a duly authorized representative to indicate Company's acceptance of the terms hereof and Company's covenant to perform its obligations hereunder (including, without limitation, Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties). Such acceptance on behalf of Company is conditioned upon my reciprocal agreement to such terms. I acknowledge the sufficiency of Company's acceptance of the terms hereof to establish the mutual rights and responsibilities defined herein.

12. **Acceptance by Employee**. By placing my signature below, I confirm that I have read and fully understood the terms of this Agreement, and have been at liberty to seek legal advice on the same prior to my acceptance of such terms.

FOR Company

Shalini Dutta
APJ Technology & Services Talent Acquisition Manager

FOR Employee

Name: _____

Signature: _____

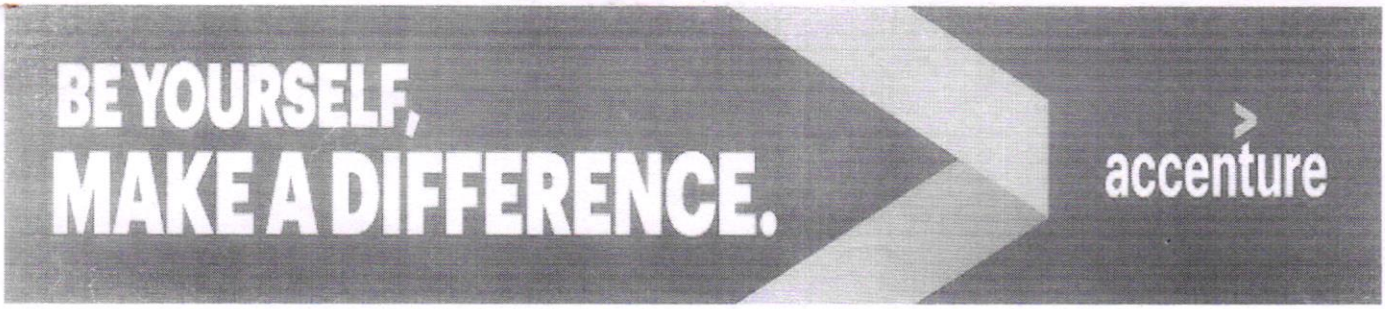
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Impana. D. Raj
4JC15CS042
CSE

Strictly Private and Confidential

09-Mar-2019

Impana D Raj
#390,Dairy Road ,Sathanur(P),Mandya(Tq),Mandya(D)
9480037039

Dear Impana,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

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

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

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

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Signed By: Mohan Sekhar

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the Offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This Offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

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To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

Mohan Sekhar

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

ACKNOWLEDGED AND AGREED:

[*Insert full legal name*]

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

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ANNEXURE - I

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Joining Bonus	
Joining Bonus (Refer to section C)	25,000

(D) Additional Benefits	
Gratuity as per law#	5,290
Insurance Premium (notional value)	3,776

Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000

(A) Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- **Joining Bonus**- of **INR 25,000** payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

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- **Additional Bonus-** of **INR 25,000** payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the Authorities.

*As defined by applicable law from time to time.

- If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your career level as per company payroll cycle.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
    a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
    b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
        - 10% of such claims for self, spouse and 2 dependent children
        - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

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

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

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Impana. D. Raj
4JC15CS042
CSE

Offer: Computer Consultancy
Ref: TCSL/CT20182574958/Bangalore
Date: 03/10/2018

Ms. Impana D Raj
#63Dairy Road,
Sathanuru(P),
Mandya-571402,
Karnataka.
Tel# 91-7892957816

Dear Impana D 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 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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

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

3. **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.

4. **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.

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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 6741 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

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,

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91 80 6724 7000 Fax: 91 80 6741 0114 Website: www.tcs.com
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provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

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

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

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

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

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

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

Professional Memberships
You will be eligible for reimbursement of 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

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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

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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

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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

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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

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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.

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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.

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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

Click here or use a QR code scanner from your mobile to validate the offer letter

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

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GROSS SALARY SHEET **Annexure 1**

Name	**Impana D Raj**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Sri Jayachamarajendra College Of Engineering, Mysore**

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
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	6,270	75,240
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

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Annexure 2

Regional Offices

Ahmedabad **Lead -Talent Acquisition** Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601	Bangalore **Lead -Talent Acquisition** Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114
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	Delhi **Lead-Talent Acquisition** Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735
Hyderabad **Lead-Talent Acquisition** Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222	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
Lucknow **Lead -Talent Acquisition** Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001	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
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	Thiruvananthapuram **Lead - Talent Acquisition** Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499

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Annexure 3

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.

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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.

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TATA CONSULTANCY SERVICES
JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU
TYDEHI RC-1 BLOCK, 82, EPIP Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 6724 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

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.

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

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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

(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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TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP Whitefield, Bangalore 560 066 India
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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

CS



Strictly Private and Confidential

26-Apr-2019

Kavya Nanjareddy
#55 kenkere gouribidanur chikkaballar karnakata
8495995880

Dear Kavya,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

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

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

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

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- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the Offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This Offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

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To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company- http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:

Mohan Sekhar

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

[*Insert full legal name*]

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ANNEXURE - I

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Joining Bonus	
Joining Bonus (Refer to section C)	25,000

(D) Additional Benefits	
Gratuity as per law#	5,29
Insurance Premium (notional value)	3,77

Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000

(A) Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- **Joining Bonus**- of **INR 25,000** payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Candidate's Signature _____

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- **Additional Bonus**- of **INR 25,000** payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the Authorities.

*As defined by applicable law from time to time.

- If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your career level as per company payroll cycle.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
    a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
    b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
        - 10% of such claims for self, spouse and 2 dependent children
        - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

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

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

Candidate's Signature _____

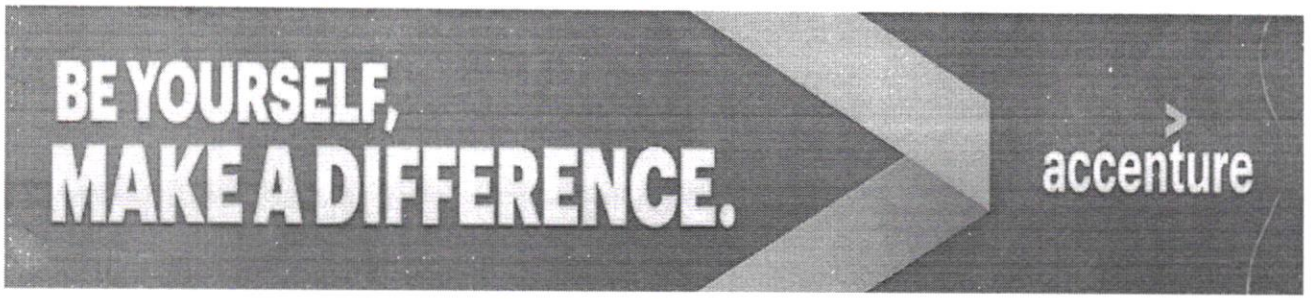
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TECHNOLOGY UNIVERSITY, C=IN
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ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

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02.02.2024 22:35



Strictly Private and Confidential

26-Apr-2019

Kavya Nanjareddy
#55 kenkere gouribidanur chikkaballar karnakata
8495995880

Dear Kavya,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Kavya N
4 JC16CS408
CSE

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

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

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

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Reference Id: dd978b9d-a80c-4376-87f4-f3a6...
Signed By: Mohan Sekhar

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:

Mohan Sekhar

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

[*Insert full legal name*]

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ANNEXURE - I

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Joining Bonus	
Joining Bonus (Refer to section C)	25,000

(D) Additional Benefits	
Gratuity as per law#	5,290
Insurance Premium (notional value)	3,776

Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000

(A) Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- **Joining Bonus**- of **INR 25,000** payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

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- **Additional Bonus-** of **INR 25,000** payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the Authorities.

*As defined by applicable law from time to time.

- If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your career level as per company payroll cycle.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
    a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
    b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
        - 10% of such claims for self, spouse and 2 dependent children
        - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

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

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

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ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

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02.02.2024 22:35

October 29, 2018

To,
Ms. Keerthana N
SJCE Mysore,
Mysore.

Dear Keerthana,

On behalf of Aurigo Software Technologies Pvt. Ltd (hereinafter referred to as the "**Company**"), I am pleased to offer you the position of **Member Technical Staff** of the Company. We are impressed with your credentials and look forward to your future success in this position.

The terms of your new position with the Company are as set forth below:

1. **Position**

a. You will be appointed as **Member Technical Staff** of the Company, working out of the Company's offices in Bangalore. In this role you will be accountable for working on a variety of projects in a highly collaborative, fast-paced environment. You will be responsible for analyzing the requirements, designing and developing the software and enhancing the platform for our award winning flagship product suite Aurigo Masterworks using the .Net technology stack. You should have the ability to work in a team, constantly meet deadlines and possess good written and oral communication skills. You will report to the **Engineering Manager** or such other positions as directed by the Company from time to time.

b. You agree to the best of your ability and experience that you will at all times loyally and conscientiously perform all of the duties and obligations required of and from you pursuant to the express and implicit terms hereof, and to the reasonable satisfaction of the Company. During the term of your employment, you further agree that you will devote all of your business time and attention to the business of the Company, the Company will be entitled to all of the benefits and profits arising from or incident to all such work services and advice, you will not render commercial or professional services of any nature to any person or organization, whether or not for compensation, without the prior written consent of the Company's Board of Directors, and you will not directly or indirectly engage or participate in any business that is identical, similar o otherwise competitive in any manner with the business of the Company. Nothing in this letter agreement will prevent you from accepting speaking or presentation engagements in exchange for honoraria or from serving on boards of charitable organizations, or from owning no more than one percent (1%) of the outstanding equity securities of a corporation whose stock is listed on a national stock exchange.

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2. **Start Date**

Subject to fulfillment of any conditions imposed by this letter agreement, you will commence this new position with the Company on **3rd June, 2019.**

3. **Compensation Plan**

You will be paid a CTC of **INR 7,00,000 per annum** and **INR 3,00,000** of retention bonus (retention bonus of INR 1,00,000 will be paid on completion of every year for 3 consecutive years). The fixed compensation includes all components such as Basic, HRA, PF and Leave Travel Assistance. The salary break-up is detailed in Annexure A of this Offer Letter. The Company shall be entitled to deduct Income tax at source, at the rates applicable on your remuneration; Employment / Professional tax and all other dues from you to the Company such as, loans and advances given to you and all statutory deductions applicable from time to time.

Your base salary will be reviewed annually as part of the Company's performance review process.

4. **Stock Options**

Subsequent Option Grants. Subject to the discretion of the Company's Board of Directors, you may be eligible to receive additional grants of stock options or purchase rights from time to time in the future, on such terms and subject to such conditions as the Board of Directors shall determine as of the date of any such grant.

5. **Benefits**

a. Insurance Benefits.

1. You will be covered under Accident Insurance for 10 Lakhs.
2. In addition to the above you will also be covered for Medical Insurance of Rs. 4 lakhs for yourself and your dependents from the date of Joining.
   This Insurance coverage will be over and above your CTC.

b. Vacation; Sick Leave. You will be entitled to 15 days paid vacation and 8 days of sick leave per year pro-rated for the remainder of this calendar year. Un-utilized vacation leave can be carried forward to the next leave cycle. However, the maximum vacation leave that can be accumulated by an employee is 30 days. Beyond the 30-day limit, vacation leave will lapse.

c. Gratuity is over and above the CTC and is applicable as per the Gratuity Act.

6. **Confidential Information and Invention Assignment Agreement**

Your acceptance of this offer and commencement of employment with the Company is contingent upon the execution, and delivery to an officer of the Company, of the Company's Confidential

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Information and Invention Assignment Agreement, a copy of which is enclosed for your review and execution (the "**Confidentiality Agreement**"), prior to or on your Start Date. In the event that there is any breach of any of your obligations under the terms of the Confidentiality Agreement, you shall be required to indemnify the Company for any loss that the Company may incur as a result of any such breach, as more fully described under the terms of the Confidentiality Agreement.

7. **At-Will Employment**

You understand and acknowledge that your Relationship with the Company is and shall continue to be at-will, as defined under applicable law, meaning that either you or the Company may terminate the relationship at any time for any reason or no reason, without further obligation or liability, with a sixty (30) days written notice by either party or salary in lieu thereof. Failure to comply with the notice period will attract a penalty of a sum equivalent to the compensation payable to you pro rata for the un-served notice period.

If an employee was offered any retention bonus, the date of resignation/termination will be considered as date of cessation of employment agreement and accordingly, notice period served if any shall not be considered for computation of retention period.

The Company reserves the right terminate this employment for cause with immediate effect if there is a violation of any of the terms of this agreement by you. Such termination will not include any further obligation or liability borne by the Company.

8. **Transfer**

Though you have been engaged for a specific position, the Company reserves the right to transfer you to any other location, department, establishment, factory, subsidiary or branch of the Company/Group in existence now or which may be established hereafter in India or abroad. In such cases, you will be governed by the terms and conditions of service applicable to the new assignment.

9. **Company Policies**

You will be governed by the Company's policies, regulations and procedures on the office timings, leave, travel, transfers, misconduct, Provident fund, Bonus and ESI/Medical Reimbursement or/and other matters etc, presently in force or as introduced/amended from time to time. Further, the Employee during the employment period shall perform his/her duties with honesty, diligence, orderliness, obedience and faithfulness towards the Company.

10. **Non - Solicitation & Competition**

You shall not during the term of employment with the Company and for a period of 24 months thereafter immediately following the termination of employment with the Company for any reason, whether with or without cause, you shall not either:

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- directly or indirectly solicit, induce, recruit or encourage any of the Company's employees to leave their employment, or join any other employment or undertake any other activity that is of similar nature so as to give any sort of competition to the business of the Company;

- take away any clients or customers of the Company or attempt to solicit, induce, recruit, encourage or take away clients or customers of the Company, either for yourself or for any other person or entity;

- join the services or be associated with any former employee of the Company who is undertaking or seeks to undertake any activity competing with the business of the Company;

- join the services or be associated with any client of the Company who is into similar business of the Company or seeks to undertake any activity competing with the business of the Company;

a breach under this clause shall be construed to be a material breach of this terms and conditions of employment.

You agree that any dispute in this regard, shall be determined by the Company and hereby agree that the decision of the Company in this regard shall be final and binding on you.

You understand and acknowledge that your employment with the Company is subject to the accuracy of the testimonials and other information provided by you and a positive medical, reference and background check.

11. **Governing Law; Consent to Jurisdiction**

This Agreement will be governed by the laws of India. You hereby expressly consent to the jurisdiction of the courts located in Bangalore for any lawsuit filed there against you by the Company arising from or relating to this Agreement.

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We are all delighted to be able to extend you this offer and look forward to working with you. To indicate your acceptance of the Company's offer, please sign and date this letter in the space provided below and return it to me, along with a signed and dated copy of the Confidentiality Agreement. This letter, together with the Confidentiality Agreement, set forth the terms of your employment with the Company and supersedes any prior representations or agreements, whether written or oral. This letter may not be modified or amended except by a written agreement, signed by the Company and by you.

BEST WISHES

RANGA GOWDA

_____

Signature

Title: **Director – Professional Services**

Date: **29th October, 2018**

ACCEPTED AND AGREED:

KEERTHANA N

_____

Signature

Date: **29th October, 2018**

SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

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02.02.2024 22:35

L&T Technology Services

Ref: LTTS/HR/ET/2019/ 224

Date: 16.08.18

Name: KEERTHANA N

Issued By	:	JASON S.S
Signature	:	Jason
Date	:	16.08.18

Offer Of Intent

Dear Keerthana,

Greeting from L&T Technology Services Ltd.!

We are pleased to make you this offer of intent for the position of **Associate Engineer.** We trust that this opportunity finds you mutually excited about your new employment with L&T Technology Services (hereinafter referred as "Company"). We reiterate that you have made the right decision and we are certain that you will have a great career with us!

Upon your acceptance of this Offer of Intent and subject to you meeting all the applicable requirements under this Offer of Intent, we shall share a detailed Appointment Letter, which will outline the specific employment terms and conditions. Please note this Offer of Intent is not an offer or offer of employment or a legally binding contract of employment.

The content of this Offer of Intent are strictly between you and the Company. Please treat this Offer of Intent and the contents here as personal and confidential.

This Offer of Intent is valid subject to you

- Having secured more than 60% in SSC / X and HSC / XII std (10th and 12th).
- Having secured 60% aggregate in Engineering Graduation
- Passing the final year examination of Graduation in the first attempt.
- Found medically fit by the Company authorized doctors.
- Submitting a Service Agreement, agreeing to serve the company for a period of 2 years from the date of commencement of training.
- Submitting all necessary documents at the time of joining
- No drop in any semester/ year throughout the course

If any information provided by you during the selection process is found to be incorrect and / or false, the Company reserves the right to revoke this Offer of Intent without any notice.
This Offer of Intent is also contingent upon us working together to determine an appropriate start date for your employment. The training is for a period of one year comprising of class-room / on the job training. The date of commencement of training and venue for reporting will be intimated to you at a later date.

You will be continuously assessed during your training. If you do not complete the class room / on the job training to our satisfaction, your appointment automatically stand cancelled.

During the period of training, your stipend will be INR 4,00,012/- per annum

On successful completion of training, you can be posted / transferred to any of our SEZ / STPI sites across India. Your employment will be governed by the rules, regulations and policies of the company.

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

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L&T Technology Services

Ref:LTTS/HR/ET/2019/ 224

Date:

Issued By	: JASON S.S
Signature	: Jason
Date	: 16.08.18

If the above stated terms are acceptable to you, kindly sign and return the duplicate copy of this Offer of Intent within ten (10) days from the date of issue. If we do not receive your acceptance within the stipulated time frame , this Offer of Intent will be deemed to have been rejected by you.

All communications / notices should be addressed to:

Human Resource Dept – Talent Acquisition (Campus Hiring)
L&T - Technology Services, SEZ Unit II,
Hazel-Block L3, Ground Floor, Manyata Embassy Business Park,
Nagawara, Bangalore 560045

Congratulations on your selection to be part of L&T Technology Services Ltd.!!!

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

Yours truly,
For L&T Technology Services Limited

Krishnakumar Nair
Head – Talent Acquisition

Acceptance by applicant below

.....

I have read this Offer of Intent and accept the same

Name: Keerthana. N

College: Sri Jayachamarajendra College of Engineering

Signature N.Keerthana

Date: 20-08-2018

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JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

L&T Technology Services

Ref:LTTS/HR/ET/2019/ Date: 20-08-2018

ANNEXURE

Name	:	**Designation**	: **Associate Engineer(Trainee)**
Grade	: **LTTS-2**		

Salary Components	MONTHLY (INR)	ANNUAL (INR)
Basic Salary	11,000	1,32,000
Flexible Benefit Plan (FBP)	20,015	2,40,180
Allowances & Reimbursements under FBP - House Rent Allowance - Meal Card - Education Allowance - Mobile Expense Reimbursement - Leave Travel Assistance (LTA) - FBP Balance	Eligibility under each of these components is mentioned in the attached FBP	
GROSS MONTHLY==>	31,015	3,72,180
Provident Fund (@ 12% of basic salary)	1,320	15,840
TOTAL FIXED COMPENSATION==>		3,88,020
Bonus	1000	12,000
TOTAL COMPENSATION==>		**4,00,020**

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80 Feet Main Road, 3rd Block,
Koramangala Industrial Layout,
Bangalore - 560034
Voice : +91 (80) 4254 2500
Fax : +91 (80) 4254 2554
CIN : U72900KA2000PTC026539

October 29, 2018

To,
Ms. Keerthana N
SJCE Mysore,
Mysore.

Dear Keethana,

On behalf of Aurigo Software Technologies Pvt. Ltd (hereinafter referred to as the "**Company**"), I am pleased to offer you the position of **Member Technical Staff** of the Company. We are impressed with your credentials and look forward to your future success in this position.

The terms of your new position with the Company are as set forth below:

1. **Position**

a. You will be appointed as **Member Technical Staff** of the Company, working out of the Company's offices in Bangalore. In this role you will be accountable for working on a variety of projects in a highly collaborative, fast-paced environment. You will be responsible for analyzing the requirements, designing and developing the software and enhancing the platform for our award winning flagship product suite Aurigo Masterworks using the .Net technology stack. You should have the ability to work in a team, constantly meet deadlines and possess good written and oral communication skills. You will report to the Senior Engineering Manager or such other positions as directed by the Company from time to time.

b. You agree to the best of your ability and experience that you will at all times loyally and conscientiously perform all of the duties and obligations required of and from you pursuant to the express and implicit terms hereof, and to the reasonable satisfaction of the Company. During the term of your employment, you further agree that you will devote all of your business time and attention to the business of the Company, the Company will be entitled to all of the benefits and profits arising from or incident to all such work services and advice, you will not render commercial or professional services of any nature to any person or organization, whether or not for compensation, without the prior written consent of the Company's Board of Directors, and you will not directly or indirectly engage or participate in any business that is identical, similar otherwise competitive in any manner with the business of the Company. Nothing in this letter agreement will prevent you from accepting speaking or presentation engagements in exchange for honoraria or from serving on boards of charitable organizations, or from owning no more than one percent (1%) of the outstanding equity securities of a corporation whose stock is listed on a national stock exchange.

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02.02.2024 22:35

Keerthana U August 31, 2018

Employee Confidentiality & Intellectual Property Agreement

As a condition of my employment with **OT Privacy Software Private Limited**, its subsidiaries, affiliates, successors or assigns (together "the Company"), and in consideration of my employment with the Company effective July 1, 2019 and my receipt of the compensation now and hereafter paid to me by Company, I agree to the following:

NONDISCLOSURE of CONFIDENTIAL INFORMATION

1. Company Information: I agree at all times during the term of my employment and thereafter, to hold in strictest confidence, and not to use, except for the benefit of the Company, or to disclose to any person, firm or corporation without written authorization from one of the directors of the company, any Confidential Information of the Company. I understand that "Confidential Information" means any Company proprietary information, technical data, trade secrets or know-how, including but not limited to: research, product plans, products, services, customer lists and customers (including but not limited to: customers of the Company on whom I called or with whom I became acquainted during the term of my employment), markets, software, developments, inventions, processes, formulas, technology, designs, drawings, engineering, hardware configuration information, marketing, finances and other business information disclosed to me by the Company either directly or indirectly in writing, orally or by drawings or observation of parts or equipment. I further understand that Confidential Information does not include any of the foregoing items which has become publicly known and made generally available through no wrongful act of mine or of others who were under confidentiality obligations as to the item or items involved.

2. Company Property: All documents, software code, development artefacts, inventions, processes, formulas, technology, designs, drawings, engineering, hardware configuration information, marketing, finances and other business information correspondence, and/or other materials developed by employee while employed by Company shall be the sole and exclusive property of Company, its successors and assigns. Employee hereby assigns and grants to Company and Company hereby accepts from Employee, all of Employee's right, title and interest to the Contract Work, including, but not limited to, work which is subject to copyright under the Indian Copyright Act

3. Former Employer Information: I agree that I will not, during my employment with the Company, improperly use or disclose any proprietary information or trade secrets of any former or concurrent employer or other person or entity and that I will not bring onto the premises of the Company any unpublished document or proprietary information belonging to any such employer, person or entity unless consented to in writing by such employer, person, or entity.

4. Third Party Information: I recognize that the Company has received and in the future will receive from third parties their confidential or proprietary information subject to a duty on the Company's part to maintain the confidentiality of such information and to

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TECHNOLOGY UNIVERSITY, C=IN
Date: 2019.07.25

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use it only for certain limited purposes. I agree to hold all such confidential or proprietary information in the strictest confidence and not to disclose it to any person, firm, or corporation or to use it except as necessary in carrying out my work for the Company consistent with the Company's agreement with such third party.

Keerthana U August 31, 2018

RETURNING COMPANY DOCUMENTS

I agree that, at the time of leaving the employ of the Company, I will deliver to the Company (and will not keep in my possession, recreate or deliver to anyone else) any and all devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings blueprints, sketches, materials, equipment, other documents or property, or reproductions of any aforementioned items developed by me pursuant to my employment with the Company or otherwise belonging to the Company, its successors, or assigns.

REPRESENTATIONS

I agree to execute any proper oath or verify any proper document required to carry out the terms of this Agreement. I represent that my performance of all the terms of this Agreement will not breach any agreement to keep in confidence proprietary information acquired by me in confidence or in trust

prior to my employment by the Company. I have not entered into, and I agree I will not enter into, any

oral or written agreement in conflict herewith.

EQUITABLE REMEDIES

I agree that it would be impossible or inadequate to measure and calculate the Company's damages from any breach of the covenants set forth in this Agreement. Accordingly, I agree that if I breach any of these covenants, the Company will have available, in addition to any other right or remedy available, the right to obtain an injunction from a court of competent jurisdiction restraining such breach or threatened breach and to specific performance of any such provision of this Agreement. I further agree that no bond or other security shall be required in obtaining such equitable relief and I hereby consent to the issuance of such injunction and to the ordering of specific performance.

GENERAL PROVISIONS

1. Entire Agreement: This Agreement sets forth the entire agreement and understanding between the Company and me relating to the subject matter herein and merges all prior discussions between us. No modification of or amendment to this agreement, nor any waiver of any rights under this agreement, will be effective unless in writing signed by the party to be charged. Any subsequent change or changes in my duties, salary or compensation will not affect the validity or scope of this Agreement.

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2. Severability: If one or more of the provisions in this Agreement are deemed void by law, then the remaining provisions will continue in full force and effect.

3. Successors and Assigns: This Agreement will be binding upon my heirs, executors, administrators, and other legal representatives and will be for the benefit of the Company, its successors, and its assigns.

KEERTHANA	Keerthana U.	
Print Name	Signature	Date

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

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August 31, 2018

Dear Keerthana U,

OT Privacy Software Private Limited is pleased to offer you employment as a Software QA Analyst on the following terms:

1. Duties. As a Software QA Analyst, you agree to devote the whole of your professional time, attention and energy to the performance of these duties and not, directly or indirectly, to consult with, advice, work for or have any interest in any competing business or pursuit during this employment that creates a conflict of interest

2. Remuneration Package: Annual Fixed Compensation: You are being offered a Total Annual Fixed Compensation (inclusive of standard company benefits) of **Rs.** 500,000 *(Rupees. Five Hundred Thousand only) Please* refer Annexure 1 for details. You are liable to pay all taxes and liabilities as required under Indian Tax Law. With the exception of the obligation to withhold taxes from your remuneration, the Company assumes no responsibility for your personal tax affairs.

3. Benefits: You will be eligible for a Group Health Insurance policy and Group Personal Accident Insurance policy as per the existing policy which would be explained to you at the time of on-boarding

Leave: You are entitled for '15' vacation days and '5' sick leaves per year.

Expenses : Any reasonable travel and out of pocket expenses wholly and necessarily incurred on Company business will be reimbursed to you in line with OT Privacy Software Private Limited expenses policy in force from time to time.

Health & Safety: You are responsible for taking reasonable care for health & safety of yourself and other persons who may be affected by your acts at work. You are also responsible for complying with all enactments, regulations and Company rules in this respect.

4. Working Hours: The normal expected standard working hours are 9.30 am to 6.30 pm from Monday to Friday. However, there may be occasions where you may be required to work beyond these hours and you are expected to cooperate accordingly. Your salary includes compensation for any such additional hours

5. Position: As a Software QA Analyst you will be to carry out, but not limited to, following activities:

- You will be based out of our Bangalore office
- Your job may require you to travel both in India and abroad
- Contribute in all phases of the development lifecycle for our application suite
- Enhance existing applications to meet business and development requirements.
- Ensure quality by using industry accepted best practices for development.

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- Communicate with technical architects on technical aspects and business analysts on functional requirements.
- Continuous learn new technologies / methodologies and build domain expertise for the privacy industry
- Contribute to development and planning of all manual testing activities related to enterprise software development with enthusiasm and a natural ability to deliver on short timelines
- Work in an Agile environment showcasing good organization and reporting skills
- Work with R&D, product management, and other functional teams to own, and deliver on test plans

- **Probation and Confirmation:**

You will be on probation for a period of 6 months from the date of joining duty. However there will be an interim review after completion of 3 months. Your performance will be evaluated during the interim review to assess your potential for continued employment. During this period if the management is not satisfied with your work and conduct, your services are liable to be terminated with two weeks' notice period. However the Management reserves the right to fix the last working day which can be on or before the completion of the notice period, based on the deliverables. After assessment of your work we will either confirm your employment or extend your probation for 3 more months. On confirmation as a regular employee, you will be required to give one month's notice in case you decide to leave our services subject to the Company's discretion. Similarly; the Company can terminate your services by giving one month's notice. The Company may terminate your service immediately on disciplinary grounds.

6. Separation with no Cause. For separation with no Cause, either party may give notice of separation of employment at any time, subject to one month's notice in writing. Following any termination of the period of Employment, you shall fully co-operate with the Company in all matters relating to the winding up of pending work on behalf of the Company and the orderly transfer of work to other employees of the Company. You agree that all property, including, without limitation, all equipment, tangible proprietary information documents, books, records, reports, notes, contracts, lists, computer disks (and other
computer-generated files and data) and copies thereof, created on any medium and furnished to, obtained by, or prepared by you in the course of or incident to your Employment, belongs to the Company and shall be returned promptly to the Company upon termination of the period of Employment.

7. Separation for Cause. At any time, by notice to you specifying the reason for termination, the Company may terminate your employment for cause (as defined below): The Company shall pay you all compensation then due and owing, together with accrued vacation pay and benefits prior to the date of termination and any variable performance pay that has accrued or been declared but that has not yet been paid. Termination for "cause" means the failure on your part to properly carry out your duties after notice by the Company of the failure to do so and an opportunity for you to correct the same within a reasonable time from the date of receipt of such notice, conviction for theft, fraud or another serious crime by a court
of competent jurisdiction, or dishonesty or gross, willful and persistent misconduct by you involving the property, business or affairs of the Company or the carrying out of your duties

8. Modification. The terms of this letter of agreement between you and the Company may be amended only by an agreement in writing signed by you and the Company.

9. Voluntary Agreement. You represent and agree that you have reviewed all aspects of the terms set forth in this letter, have carefully read and fully understand all of its provisions, have had the opportunity to review any and all of its aspects

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with legal, tax or other advisors of your choice, and, by your signature below, are voluntarily entering into this agreement with the Company.

10. Pre-Joining requirements: On the date of joining, please submit the following documents: -

- Three passport size photographs
- Copies of all educational certificates
- Relieving letter from previous employers
- Experience certificate from other previous employers
- Proof of date of birth & permanent address
- Last salary slip / Proof of last salary drawn

- Form 16, if paying tax previously
- Photo ID Proof (Pan Card)
- All utilized pages of your passport (In case you do not have please apply for the same)

Date of reporting: We hope that you find the foregoing terms acceptable. Please indicate your agreement with these terms and accept this offer by signing and dating the enclosed duplicate original of this letter and returning them to us.

You are required to report to the office of **OT Privacy Software Private Limited** on or before July 1, 2019.

The terms of this offer are strictly confidential between you and **OT Privacy Software Private Limited**

Please do confirm your acceptance of this offer. You will be governed by the rules, regulations and policies of the Company as applicable to you.

All the benefits as per the Company's polices, which are subjected to change from time to time.

We look forward to welcoming you to OT Privacy Software Private Limited and we are confident that you will make an important contribution to our growth and development, while enriching and taking your own career forward at a rapid pace.

If you should wish to clarify any aspects of this offer, please do not hesitate to contact me.

Sincerely,

Hemanth Kumar

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02.02.2024 22:35

OneTrust
Privacy Management Software

Human Resources
OT Privacy Software Private Limited

Annexure 1

Compensation Break up

Name: Keerthana U
Designation: Software QA Analyst

Components	Annual CTC	Monthly CTC
BASIC	250,000	20,833
HRA	100,000	8,333
Conveyance Allowance	19,200	1,600
Medical Allowance	15,000	1,250
Employer PF contribution	30,000	2,500
Other Allowance	85,800	7,150
Total CTC	500,000	41,667

Note:

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The above are subject to applicable taxes as per the Indian Income tax guidelines. All other terms and conditions of your appointment, not specifically altered by this letter, remain unchanged. Your compensation is personal & confidential to you. Sharing/discussing the same with anybody other than the designated authority is not permitted.

By Signing and dating this letter below, I, KEERTHANA · U, accept the job offer of

Software Tester. by **OT Privacy Software Private Limited**

Signature: Keerthana · U ·

Date: _____

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Conflict of Interest

OT Privacy Software Private Limited, (hereafter referred to as "the Company"), employees have an obligation to promote and act in the best interest of the Company at all times. The Company employees should avoid any action which may involve a conflict of interest with the Company.

The Company recognizes and respects that directors, officers and employees may take part in legitimate financial, business and other activities outside their jobs. However, those activities must be lawful and free of conflicts with their responsibilities as <Company> directors, officers and employees and to act in the best interest of <Company>.

Employees must also avoid apparent conflicts of interest, which occur where a reasonable observer might assume there is a conflict of interest and, therefore, a loss of objectivity in their dealings on behalf of the Company. If you have any questions whether your action could be construed as a conflict of interest or not, you must discuss it with your manager.

What you are expected to do as the Company's director, officer or employee:

Disclose your outside business activities, financial interests or relationships that may present a possible conflict of interest or the appearance of a conflict, especially where your financial interest in a company could affect the Company's business with that company. Make your disclosures in writing to your supervisor. In particular:

(1) Obtain necessary approvals from the Company before accepting a position as an officer or director of an outside business which is not affiliated with the Company.
(2) Obtain the approval of your supervisor when accepting a board position with a not-for-profit entity, when there may be Company's business relationship with the entity or an expectation of financial or other support from the Company.
(3) Do not take another job, full-time, part-time or as a contractor without prior disclosure to and approval by your manager. No position should be accepted where you may be tempted or expected to spend time on that job during your normal Company working hours or use the Company's resources and property.
(4) Do not, without the express written consent of the Company, directly or indirectly (as a director, officer, employee, manager, consultant, independent contractor, advisor or otherwise), engage in competition with, or own any interest in, perform any services for, or otherwise participate in any business or organization which engages in competition with the Company or any subsidiary thereof.

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Avoid actions or relationships which might conflict or appear to conflict with your job responsibilities or the interests of the Company. Conflicting situations may include but are not limited to:

(1) Receiving Gifts:

In order to avoid a conflict of interest, an employee's decision to give or receive a gift must be made in the best interest of the Company. In reaching business decisions, an employee should not be influenced by the acceptance of gifts from a current or prospective customer, vendor, partner, etc. The Company may view the receipt of such gifts as inappropriate. If you have any questions about the appropriateness of a gift, please ask your manager or the legal department prior to acceptance. Likewise, it is inappropriate to offer a gift to a current or prospective customer, vendor, partner without prior approval from your manager and the legal department.

What constitutes a "gift"? Gifts include any tangible item or service/activity including tickets to sporting events or other entertainment that could lead to the creation of an obligation, perceived or actual.

Gifts of nominal value ($25), especially sales novelty items or other items generally regarded as advertising specialties on which the supplier's name typically appears are generally acceptable.

(2) Employment of Relatives:

If you and members of your family are employed by the Company, one may not supervise the other without permission from your direct supervisor. Family members include the employee's spouse, child, parent, parent-in-law, grandparent, grandchild, son/daughter-in-law, step-parent, sibling, sibling-in-law, child of the employee's spouse or domestic partner, and any relative living in the household of the employee. Should two employees who work together or supervise each other enter into a personal, non-work related relationship, the relationship must be reported to Human Resources immediately. One or both employees may have to be transferred. Failure to report to Human Resources may lead to further disciplinary action.

For purposes of this policy, a personal relationship is a relationship of a romantic or intimate nature or of a character that could result in an allegation of conflict of interest or inappropriate behavior. Employees should err on the side of disclosure as openness helps to avoid future misunderstandings.

(3) Promotion of Outside Business:

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Do not promote or assist an outside business or not-for-profit activity using your Company's position, such as by directing business to a supplier that is owned or managed by a relative or close friend.

Keerthana U

Keerthana U.

Name	Signature	Date

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December 26, 2018

Dear Keerthana,

We are pleased to offer you the position of Intern for a period of 16 weeks from 15th January 2019. You will report to Ramaswamy Meka.

Intern Salary: Your intern fee is INR 15,000 per month, payable on a monthly basis on the last working day of the month.

Non-Contractual Benefits: Our Company from time to time establishes programs which may provide you with benefit which are not part of this agreement. Such programs may be amended, suspended or discontinued at the company's sole discretion.

Termination: During the period of internship agreement, either party may terminate this agreement by giving one (1) month notice in writing or intern fee in-lieu of notice period if required.

We welcome you and look forward to working with you.

To indicate your acceptance, kindly sign a copy of this letter and return it to us as soon as possible.

The terms and conditions of internship are set out in this letter:

Best regards,

Human Resources

Agreed to and Accepted: Keerthana U.

Candidate Name KEERTHANA. U.

Date

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L&T Technology Services

Ref: LTTS/HR/ET/2019/ 230

Date: 16.08.18

Name: KISHORE B.C

Issued By	: JASON S.S
Signature	: Jason
Date	: 16.08.18

Offer Of Intent

Dear Kishore,

Greeting from L&T Technology Services Ltd.!

We are pleased to make you this offer of intent for the position of **Associate Engineer.** We trust that this opportunity finds you mutually excited about your new employment with L&T Technology Services (hereinafter referred as "Company"). We reiterate that you have made the right decision and we are certain that you will have a great career with us!

Upon your acceptance of this Offer of Intent and subject to you meeting all the applicable requirements under this Offer of Intent, we shall share a detailed Appointment Letter, which will outline the specific employment terms and conditions. Please note this Offer of Intent is not an offer or offer of employment or a legally binding contract of employment.

The content of this Offer of Intent are strictly between you and the Company. Please treat this Offer of Intent and the contents here as personal and confidential.

This Offer of Intent is valid subject to you

- Having secured more than 60% in SSC / X and HSC / XII std (10th and 12th).
- Having secured 60% aggregate in Engineering Graduation
- Passing the final year examination of Graduation in the first attempt.
- Found medically fit by the Company authorized doctors.
- Submitting a Service Agreement, agreeing to serve the company for a period of 2 years from the date of commencement of training.
- Submitting all necessary documents at the time of joining
- No drop in any semester/ year throughout the course

If any information provided by you during the selection process is found to be incorrect and / or false, the Company reserves the right to revoke this Offer of Intent without any notice.
This Offer of Intent is also contingent upon us working together to determine an appropriate start date for your employment. The training is for a period of one year comprising of class-room / on the job training. The date of commencement of training and venue for reporting will be intimated to you at a later date.

You will be continuously assessed during your training. If you do not complete the class room / on the job training to our satisfaction, your appointment automatically stand cancelled.

During the period of training, your stipend will be INR 4,00,012/- per annum

On successful completion of training, you can be posted / transferred to any of our SEZ / STPI sites across India. Your employment will be governed by the rules, regulations and policies of the company.

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L&T Technology Services

Ref:LTTS/HR/ET/2019/ 230

Date: 16.08.18

Issued By	: JASON S.S
Signature	: Jason
Date	: 16.08.18

If the above stated terms are acceptable to you, kindly sign and return the duplicate copy of this Offer of Intent within ten (10) days from the date of issue. If we do not receive your acceptance within the stipulated time frame , this Offer of Intent will be deemed to have been rejected by you.

All communications / notices should be addressed to:

Human Resource Dept – Talent Acquisition (Campus Hiring)
L&T - Technology Services, SEZ Unit II,
Hazel-Block L3, Ground Floor, Manyata Embassy Business Park,
Nagawara, Bangalore 560045

Congratulations on your selection to be part of L&T Technology Services Ltd.!!!

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

Yours truly,
For L&T Technology Services Limited

Krishnakumar Nair
Head – Talent Acquisition

Acceptance by applicant below

.....

I have read this Offer of Intent and accept the same

Name: KISHORE · B · C ·

College: SRI JAYACHAMARAJENDRA COLLEGE OF ENGINEERING

Signature B.C.Kishore

Date: 19/08/2018

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

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L&T Technology Services

Ref:LTTS/HR/ET/2019/

Date: 19/08/2018

ANNEXURE

Name	:	**Designation**	: **Associate Engineer(Trainee)**
Grade	: **LTTS-2**		

Salary Components	MONTHLY (INR)	ANNUAL (INR)
Basic Salary	11,000	1,32,000
Flexible Benefit Plan (FBP)	20,015	2,40,180
Allowances & Reimbursements under FBP - House Rent Allowance - Meal Card - Education Allowance - Mobile Expense Reimbursement - Leave Travel Assistance (LTA) - FBP Balance	Eligibility under each of these components is mentioned in the attached FBP	
GROSS MONTHLY==>	31,015	3,72,180
Provident Fund (@ 12% of basic salary)	1,320	15,840
TOTAL FIXED COMPENSATION==>		3,88,020
Bonus	1000	12,000
TOTAL COMPENSATION==>		**4,00,020**

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L&T Technology Services

Ref: LTTS/HR/ET/2019/ 230

Date: 16.08.18

Name: KISHORE B.C

Issued By	: JASON S.S
Signature	: Jason
Date	: 16.08.18

Offer Of Intent

Dear Kishore,

Greeting from L&T Technology Services Ltd.!

We are pleased to make you this offer of intent for the position of **Associate Engineer.** We trust that this opportunity finds you mutually excited about your new employment with L&T Technology Services (hereinafter referred as "Company"). We reiterate that you have made the right decision and we are certain that you will have a great career with us!

Upon your acceptance of this Offer of Intent and subject to you meeting all the applicable requirements under this Offer of Intent, we shall share a detailed Appointment Letter, which will outline the specific employment terms and conditions. Please note this Offer of Intent is not an offer or offer of employment or a legally binding contract of employment.

The content of this Offer of Intent are strictly between you and the Company. Please treat this Offer of Intent and the contents here as personal and confidential.

This Offer of Intent is valid subject to you

- Having secured more than 60% in SSC / X and HSC / XII std (10th and 12th).
- Having secured 60% aggregate in Engineering Graduation
- Passing the final year examination of Graduation in the first attempt.
- Found medically fit by the Company authorized doctors.
- Submitting a Service Agreement, agreeing to serve the company for a period of 2 years from the date of commencement of training.
- Submitting all necessary documents at the time of joining
- No drop in any semester/ year throughout the course

If any information provided by you during the selection process is found to be incorrect and / or false, the Company reserves the right to revoke this Offer of Intent without any notice.
This Offer of Intent is also contingent upon us working together to determine an appropriate start date for your employment. The training is for a period of one year comprising of class-room / on the job training. The date of commencement of training and venue for reporting will be intimated to you at a later date.

You will be continuously assessed during your training. If you do not complete the class room / on the job training to our satisfaction, your appointment automatically stand cancelled.

During the period of training, your stipend will be INR 4,00,012/- per annum

On successful completion of training, you can be posted / transferred to any of our SEZ / STPI sites across India. Your employment will be governed by the rules, regulations and policies of the company.

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Hewlett Packard
Enterprise

28 Nov, 2018

KRUTHIKA MANJUNATH
Plot No 7, RS No 1379/1A , Near Jain Mandir, Sadashivnagar, Belgaum

Dear KRUTHIKA,

We are pleased to inform you that you have been selected for training with Hewlett Packard India Software Operation Pvt. Ltd. ("HPE" or the "Company") from 10 Jan, 2019 to 10 Jul, 2019 for a period of 6 months under the guidance and supervision of Sai Pramod Gadam Narasiah. Your location would be Bangalore.

1. During the tenure of the project, you will be paid a stipend of Rs.20,000 per month. The payment of stipend shall depend on your unconditional presence at any location that may be stipulated herein above.
2. It is clearly understood that you are not in any manner providing any service to HPE and that the payment of stipend shall not in any manner be construed or deemed to be consideration for services rendered by you.
3. You will not be entitled to any statutory benefits of otherwise to which a regular employee of the company is entitled.
4. You will be entitled for 12 days leave per annum, weekly holidays and such other holidays declared by the Company.
5. During your training with the company you shall be bound by the company's rules and regulation applicable from time to time and any violation to this will result in immediate termination of your training.
6. During your training with the company you may come across certain confidential information related to the business of the company, any such information you shall not use or disclose to others or any third party in any circumstances.
7. You shall not publish your research / project report and about the company in any form in mass media and the same is to be treated strictly for academic purpose only.
8. You shall maintain utmost confidentiality on any information that you acquire during the project and sign the enclosed confidentiality agreement on or before the start of training period.
9. You shall not, during the period of your project study at HPE, copy, duplicate, decompile or translate any intellectual property of HPE without appropriate authorization. You shall not take out any intellectual property belonging to HPE, outside the work place or HPE's premises, without appropriate authorization from the supervisor.
10. You shall be obligated to compensate HPE appropriately, in the event you cause any loss or damage to any property that is owned or leased by HPE, during the training period.
11. It is expressly understood and agreed by and between us that the company shall in no way be liable /responsible for any injuries/ impairment in health arising during your training period.
12. This offer of appointment is conditional upon successful background checks (which may include

FOR Company

Shalini Dutta
APJ Technology & Services Talent Acquisition Manager

FOR Employee
Name: KRUTHIKA MANJUNATH
Signature:
Date: 01/12/2018

Signature Not Verified

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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.

We look forward to having you join us and wish you a fruitful training with us.

Agreement Regarding Confidential Information and Proprietary Developments
India

KRUTHIKA MANJUNATH

1. **Consideration and Relationship to Employment.** As a condition of my employment with Hewlett Packard Enterprise or one of its subsidiaries, successors, assigns, or affiliates (referred to collectively as, "Company"), in return for Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties in such employment, I knowingly agree to restrictions provided for below that will apply during and after my employment by Company. I understand, however, that nothing relating to this Agreement will be interpreted as a contract or commitment whereby Company is deemed to promise continuing employment for a specified duration.

2. **Confidential Information.** This Agreement concerns trade secrets, confidential business and technical information, and know-how not generally known to the public (hereinafter "Confidential Information") which is acquired or produced by me in connection with my employment by Company. Confidential Information may include, without limitation, information on Company organizations, staffing, finance, structure, information of employee performance, compensation of others, research and development, manufacturing and marketing, files, keys, certificates, passwords and other computer information, as well as information that Company receives from others under an obligation of confidentiality. I agree to abide by the Company Confidential Information Policy and specifically agree that with regard to Company Confidential Information:

(a) to use such information only in the performance of Company duties;

(b) to hold such information in confidence and trust; and

(c) to use all reasonable precautions to assure that such information is not disclosed to unauthorized persons or used in an unauthorized manner, both during and after my employment with Company.

I further agree that any organizational information or staffing information learned by me in connection with my employment by Company is the Confidential Information of Company, and I agree that I will not share such information with any recruiters or any other employers, either during or subsequent to my employment with Company; further, I agree that I will not use or permit use of such as a means to recruit or solicit other Company employees away from Company (either for myself or for others).

FOR Company

Shalini Dutta
APJ Technology & Services Talent Acquisition Manager

FOR Employee
Name: KRUTHIKA MANJUNATH
Signature:
Date: 01/12/18

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3. **Proprietary Developments.** This Agreement also concerns inventions and discoveries (whether or not patentable), designs, works of authorship, mask works, improvements, data, processes, computer programs and software (hereinafter called "Proprietary Developments") that are conceived or made by me alone or with others while I am employed by Company and that relate to the research and development or the business of Company, or that result from work performed by me for Company, or that are developed, in whole or in part, using Company's equipment, supplies, facilities or trade secrets information.

Such Proprietary Developments are the sole property of Company, and I hereby assign and transfer all rights in such Proprietary Developments to Company. I also agree that any works of authorship created by me shall be deemed to be "works made for hire." I further agree for all Proprietary Developments:

(a) to disclose them promptly to Company;

(b) to sign any assignment document to formally perfect and confirm my assignment of title to Company;

(c) to assign any right of recovery for past damages to Company; and

(d) to execute any other documents deemed necessary by Company to obtain, record and perfect patent, copyright, mask works and/or trade secret protection in all countries, in Company's name and at Company's expense.

I understand that Company may delegate these rights. I agree that, if requested, my disclosure, assignment, execution and cooperation duties will be provided to the entity designated by Company.

This Agreement does not apply to an invention for which no equipment, supplies, facility or trade secret information of the employer was used and which was developed entirely on the employee's own time, unless (a) the invention relates (i) to the business of the employer or (ii) to the employer's actual or demonstrably anticipated research or development, or (b) the invention results from any work performed by the employee for the employer.

4. **Respect for Rights of Former Employers.** I agree to honor any valid disclosure or use restrictions on information or intellectual property known to me and received from any former employers or any other parties prior to my employment by Company. I agree that without prior written consent of such former employers or other parties, I will not knowingly use any such information in connection with my Company work or work product, and I will not bring onto the premises of Company any such information in whatever tangible or readable form.

5. **Work Product.** The product of all work performed by me during and within the scope of my Company employment including, without limitation, any files, presentations, reports, documents, drawings, computer programs, devices and models, will be the sole property of Company. I understand that Company has the sole right to use, sell, license, publish or otherwise disseminate or transfer rights in such work product.

FOR Company

Shalini Dutta
APJ Technology & Services Talent Acquisition Manager

FOR Employee
Name: KRUTHIKA MANJUNATH

Signature:
Date: 01/12/2018

Signature Not Verified

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6. **Company Property.** I will not remove any Company property from Company premises without Company's permission. Upon the end of my employment with Company, I will return all Company property to Company unless Company's written permission to keep it is obtained.

7. **Protective Covenants.** I acknowledge that a simple agreement not to disclose or use Company's Confidential Information or Proprietary Developments after my employment by Company ends would be inadequate, standing alone, to protect Company's legitimate business interests because some activities by a former employee who had held a position like mine would, by their nature, compromise such Confidential Information and Proprietary Developments as well as the goodwill and customer relationships that Company will pay me to develop for Company during my employment by Company.

I recognize that activities that violate Company's rights in this regard, whether or not intentional, are often undetectable by Company until it is too late to obtain any effective remedy, and that such activities will cause irreparable injury to Company. To prevent this kind of irreparable harm and to protect Company's trade secrets, I agree that during my employment and for a period of twelve months following the end of my employment with Company, I will abide by the following Protective Covenants:

(a) **No Solicitation of Customers.** I will not (in person or through assistance to others) knowingly participate in soliciting or communicating with any customer of Company in pursuit of a Competing Line of Business if I either had business-related contact with that customer or received Confidential Information about that customer in the last two years of my employment at Company;

(b) **No Solicitation of Company Employees.** I will not (in person or through assistance to others) knowingly participate in soliciting or communicating with any Company Employee for the purpose of persuading or helping the Company Employee to end or reduce his or her employment relationship with Company if I either worked with that Company Employee or received Confidential Information about that Company Employee in the last two years of my employment with Company; and

(c) **No Solicitation of Company Suppliers.** I will not (in person or through assistance to others) knowingly participate in soliciting or communicating with any Company Supplier for the purpose of persuading or helping the Company Supplier to end or modify to Company's detriment an existing business relationship with Company if I either worked with that Company Supplier or received Confidential Information about that Company Supplier in the last two years of my employment with Company.

As used here, **"Competing Line of Business"** includes a business that involves a product or service offered or to be offered by anyone other than Company that would replace or compete with any product or service offered or to be offered by Company or its related corporations (unless Company and its related corporations are no longer engaged in or planning to engage in that line of business). **"Company Employee"** means an individual employed by or retained as a consultant to Company or its related corporations. **"Company Supplier"** means an individual, corporation, other business entity or separately operated business unit of an entity that regularly provides goods or services to Company or its related corporations, including without limitation any OEM, ODM or subcontractor.

FOR Company

Shalini Dutta
APJ Technology & Services Talent Acquisition Manager

FOR Employee
Name: KRUTHIKA MANJUNATH

Signature: Kruthika
Date: 01/12/2018

Signature Not Verified

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8. **Enforcement.** I make these agreements to avoid any future dispute between myself and Company regarding specific restrictions on my post-employment conduct that will be reasonable, necessary and enforceable to protect Company's Confidential Information and Proprietary Developments and other legitimate business interests. The Protective Covenants are ancillary to the other terms of this Agreement and my employment relationship with Company. This Agreement benefits both me and Company because, among other things, it provides finality and predictability for both me and the company regarding enforceable boundaries on my future conduct. Accordingly, I agree that this Agreement and the restrictions in it should be enforced under common law rules favoring the enforcement of such agreements.

For these reasons, I agree that I will not pursue any legal action to set aside or avoid application of the Protective Covenants. This Agreement will survive the end of my employment with Company and shall, likewise, continue to apply and be valid notwithstanding any change in my duties, responsibilities, position, or title.

9. **Relief; Extension.** I understand that if I violate this Agreement (particularly the Protective Covenants), Company will be entitled to (i) injunctive relief by temporary restraining order, temporary injunction, and/or permanent injunction, (ii) recovery of attorneys' fees and costs incurred by Company in obtaining such relief where allowed by law, and (iii) any other legal and equitable relief to which Company may be entitled. Injunctive relief will not exclude other remedies that might apply. If I am found to have violated any restrictions in the Protective Covenants, then the time period for such restrictions will be extended by one day for each day that I am found to have violated them, up to a maximum extension equal to the time period originally prescribed for the restrictions.

10. **Severability; Authority for Revision; Assignment; Governing Law.** The provisions of this Agreement will be separately construed. If any provision contained in this Agreement is determined to be void, illegal or unenforceable, in whole or in part, then the other provisions contained herein will remain in full force and effect as if the provision so determined had not been contained herein. If the restrictions provided in this Agreement are deemed unenforceable as written, the parties expressly authorize the court to revise, delete, or add to such restrictions to the extent necessary to enforce the intent of the parties and to provide Company's goodwill, Confidential Information, Proprietary Developments and other business interests with effective protection. In the event the restrictions provided in this Agreement are deemed unenforceable and cannot be reformed to make them enforceable, then any prior agreements that I have made with Company relating to confidential information or proprietary developments shall not be deemed to have been superseded or otherwise affected by this Agreement, but instead shall remain in effect. The title and paragraph headings in this Agreement are provided for convenience of reference only, and shall not be considered in determining its meaning, intent or applicability. This Agreement will inure to the benefit of the parties' heirs, successors and assigns. This Agreement, including but not limited to the Protective Covenants, may be assigned by Company to a subsequent employer, successor or assign without the need for further authorization or agreement from me. This Agreement will be governed by the laws of the country and/or state identified as my work location in which I work at the time of its enforcement.

FOR Company

Shalini Dutta
APJ Technology & Services Talent Acquisition Manager

FOR Employee
Name: KRUTHIKA MANJUNATH

Signature: Kruthika
Date: 01/12/18

Signature Not Verified

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11. **Acceptance by Company.** A counterpart of this Agreement has been manually executed by a duly authorized representative to indicate Company's acceptance of the terms hereof and Company's covenant to perform its obligations hereunder (including, without limitation, Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties). Such acceptance on behalf of Company is conditioned upon my reciprocal agreement to such terms. I acknowledge the sufficiency of Company's acceptance of the terms hereof to establish the mutual rights and responsibilities defined herein.

12. **Acceptance by Employee.** By placing my signature below, I confirm that I have read and fully understood the terms of this Agreement, and have been at liberty to seek legal advice on the same prior to my acceptance of such terms.

FOR Company

Shalini Dutta
APJ Technology & Services Talent Acquisition Manager

FOR Employee
Name: KRUTHIKA MANJUNATH

Signature:
Date: 01/12/18

Signature Not Verified

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ALTIMETRIK
Simplify technologies. Amplify possibilities.

Ms. Lavanya Nagaiah
#1258, 4th Main, 2nd Cross, Vivekanandanagar,
Mysuru-570023
Email: lavanyan307@gmail.com | Mobile : +91 9611420565

14th November 2018

Dear Lavanya,
We are pleased to offer you a short-term project assignment as a **"Project Intern"** from **07th January 2019 to 15th May 2019.** During your Internship, you will be working on the assignment at **Altimetrik Bangalore** and paid a stipend of **Rs. 10,000 /-**per month. You will report to **Mr. Debabrata Das.** At the end of the internship, you will submit a hard copy of your report to the Company. You may contact **Mr. Debabrata Das** (debabrata.das@altimetrik.com) at **Altimetrik India Pvt. Ltd.** for further guidance on your project.

This is a temporary internship assignment which may be terminated with a 20 calendar day notice by you or Altimetrik and this does not imply any commitment by Altimetrik to regular employment.

Information pertaining to Altimetrik operations and intellectual property is confidential and upon reporting, you will be required to sign a non-disclosure agreement. If you are bound by a confidentiality agreement with a previous employer, you must notify Altimetrik and indemnify the Company against any breach thereof. You are also expected to adhere to all applicable rules and regulation and business conduct guidelines of Altimetrik and act in accordance with the values and principles of the Company.

Acceptance & Commencement

To confirm your acceptance of this offer, you are required to:

- Respond via email to altitalent-in@altimetrik.com to communicate acceptance of the offer and to confirm your joining date. Please note that if you do not send your acceptance to the email ID, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be sent to altitalent-in@altimetrik.com at least 5 days prior to your original joining date. The new joining date must be a weekday and should be no later than 5 days from the joining date specified above.
- Report for onboarding at **09:30 AM at** :

  Altimetrik India Pvt Ltd
  #7 & 93P, Electronic City West,
  Bangalore – 560 100.

On your reporting date, please bring (i) a copy of this letter (ii) 2 self-photographs (passport sized, colour photos with a white background); (iii) Education qualification degree certificate(s) and mark sheet(s) including latest graduation or post graduation; (iv) Recommendation letter from College (v) proof of identity. Bring one of the following documents and 2 sets of photocopies: passport, driving license, voter's identification card, PAN card, or credit card with photograph.

Please contact us at altitalent-in@altimetrik.com via email for any queries regarding your employment offer.

Sincerely,
For Altimetrik India Pvt Ltd

Geetha Thiagarajan
Head – Human Resource
(Digital Signature below)

Signature Not Verified
Signed By: Head - Human Resources -Geetha Thiagarajan
Reason:Digitally signed
Location:Bangalore
Signing Date:14.11.2018 10:54

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

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YML
INDIA: #301,No.150, Diamond District,
Old Airport Road, Kodihalli, Bengaluru - 560008.
Ph: 080-4110-6986

USA: 255 Shoreline Drive, 6th Floor
Redwood City, CA 94065.
Ph: 080-4110-6986

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PRIVATE & CONFIDENTIAL

January 16th, 2019

Y Media Labs Pvt. Ltd.
Diamond district
#150, B1 floor, Tower B,
HAL airport road, Indira Nagar
Bangalore, 560008, KA, India

Re: Offer Letter

Dear Linford,

On behalf of Y Media Pvt Ltd, we take great pleasure in offering you, **Linford Pinto** the position of **Associate Software Engineer** in our Bangalore office. We'd like you to start your employment with us on or before **July 15th, 2019.**

1. Remuneration

Your total compensation (CTC) will be **Rs. 4,60,000/-** after applicable TDS (Income & Professional tax is deducted from your salary with the following breakup. See detailed breakup in Annexure 1.

2. Salary Revision

Your remuneration will be subject to annual review, or at such times as may be appropriate. Review dates are set by Corporate Headquarters. Y
Media Labs operates on a Pay-for-Performance policy and the result of any remuneration review will take your performance into account. The Company, at any time, reserves the right to review and restructure its compensation package. You will appreciate that information relating to your remuneration package is strictly confidential and hence request you maintain this confidentiality.

3. Place of Work

Your place of posting will be in Bangalore, however, should a need arises you may be transferred or expected to travel to any of our offices.

4. Pre-joining Formalities:

As it has been explained to you during the interview stage, we may do a pre-joining background verification, which would cover your educational qualification, personal verification, place of stay (address) and job experience (other than your current job as mentioned in your application). For this purpose, you would be required to provide us with the necessary documentation.

You are required to sign the **Company's Confidential and Intellectual Property Rights Agreement** as a pre-requisite to acceptance of employment. A copy is attached for your review. This document will be due the first day of your employment. Any compensation details are confidential and are not to be disclosed to any person other than to the undersigned in case you need any clarification. You will be on a probation period of 3 months and will get a permanent appointment letter, after satisfactory performance. Offer not accepted within 24 hours of receipt is liable to lapse at the discretion of the Company.

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

Signature Not Verified
SOKKALINGAM ARUMUGAM DHANARAJ
CN=SOKKALINGAM ARUMUGAM DHANARAJ, SERIALNUMBER=09c71c7430f50d...d3f0bf7df6ea45d76c824ff43c67a40809fdf1420957ae, S=Karnataka, PostalCode=570006, Phone=6c62dc6a97e4c1a6...7cd89ff89c15c39e9252e3ca1b465469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND TECHNOLOGY UNIVERSITY, C=IN
02.02.2024 22:35

YML
INDIA: #301,No.150, Diamond District,
Old Airport Road, Kodihalli, Bengaluru - 560008.
Ph: 080-4110-6986

USA: 255 Shoreline Drive, 6th Floor
Redwood City, CA 94065.
Ph: 080-4110-6986

5. General Provisions

a) You will be governed by all the policies and procedures of the Company as applicable from time to time. The Company has the right to change or modify your terms and conditions of employment at any time including but not limited to the specific position you have been engaged in currently.

b) In case of a change, you'd automatically be governed by the rules and regulations and terms and conditions applicable to the new location of appointment.

c) As a full time employee of the company, you shall not during your employment with the company, directly or indirectly associate yourself to any part time employment or position of monetary interest, other than that of the Company.

d) You shall be responsible for the safety of all company assets and documents which will come into your custody during the course of your employment, which you shall return immediately to the company on your termination or resignation.

e) You shall keep us informed of any change in your residential address or any personal particulars relent to your employment, as and when the change occurs.

f) In case of any dispute, the jurisdiction to entertain and settle such dispute shall vest exclusively in a court at Bangalore, Karnataka, India.

6. Notice of Termination

a) If you decide to leave the company, you will need to provide a three months advance notice in writing. Such notice may not be offset by unused leave. Notwithstanding anything stated above, if you are in the middle of a project at the date of your resignation, in spite of the notice stated above, you shall not be relieved from the company unless you have trained the replacement for your position to the satisfaction of the company and the client.

b) If your actions at any time constitute a serious breach of company's standards of behaviour, Y Media Labs may end this contract and terminate your employment immediately.

c) This appointment letter is issued on the understanding that all the information given by you in the application / during the interview or data provided prior to and / or at the time of joining is true. If it is found at any time that the information given by you is not correct or true or you have knowingly suppressed any information, the company will have the right to revoke the offer/terminate your appointment with us any time without any compensation.

Linford, it is again with great pleasure that I offer you this position. Please sign and return this offer letter along with the Confidential and Intellectual Property Rights Agreement. Feel free to direct any questions that you might have regarding this offer directly to me.

Sincerely,

M Raja Shekar Reddy
AVP, Product & Program Management
Y Media Labs

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

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In consideration of my employment with Y Media Labs Pvt. Ltd, I agree to abide by all of its policies and procedures, rules and regulations. If employed, I understand that I reserve the right to terminate my employment with a 3-month advance required notice.

I understand that my employment is for no definite period of time and that the employer reserves the right to terminate me with or without any reason or prior notice, and if terminated Y Media Labs Pvt. Ltd will only be liable for wages earned as of the date of termination.

I will provide the following documents to the company two weeks prior to the day of joining.

1. Educational Qualification:

a) Graduation – degree certificate and final aggregate transcripts

b) Post Graduation – degree certificate and final aggregate transcripts

2. Work Experience

   a) Experience & relieving certificates of your current and all your previous employers.

   b) Last 3 months pay slip, appointment letter of your current employer.

3. Two colour passport size photographs of self.

4. Copies of Passport and Driving license (at least one or both if available).

5. Copy of your PAN card.

Confidentiality and Intellectual Property Rights Agreement:

I understand that any information regarding the company's business or other relevant information shall remain secret and safeguarded by me. In consideration of employment, I understand that I am required to sign the company's confidentiality and intellectual property rights agreement before the commencement of my employment.

I am in agreement with the aforementioned terms and conditions of employment.

Signed: _____

Name of the Employee: Linford Pinto

Date: _____

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

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Annexure: 1

Annual Cost to the Company:

Particulars	Monthly (in Rs.)	Annual (in Rs.)
Basic	18717	224601
HRA	7487	89840
LTA	1500	18000
Provident Fund	3600	43200
Other Allowances	6130	73561
Gratuity	900	10798
Total		**4,60,000**

*The above will be paid to tax deductions at source as per Income Tax Act, and Professional Tax.

*As and when applicable as per the Government Policy, employee and employer's contribution to Provident Fund will be deducted from your total compensation.

*Group Medical insurance (full time employees only) for a comprehensive coverage of Rs. 3L will be provided to you by the company, which covers you and your spouse.

* Reimbursement of Rs. 10,000 /- per year on buying medical insurance for your parents (Per year).

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CS

Linford Pinto
CS & E
4JC15CS052

YML
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PRIVATE & CONFIDENTIAL

January 16th, 2019

Y Media Labs Pvt. Ltd.
Diamond district
#150, B1 floor, Tower B,
HAL airport road, Indira Nagar
Bangalore, 560008, KA, India

Re: Offer Letter

Dear Linford,

On behalf of Y Media Pvt Ltd, we take great pleasure in offering you, **Linford Pinto** the position of **Associate Software Engineer** in our Bangalore office. We'd like you to start your employment with us on or before **July 15th, 2019.**

1. Remuneration

Your total compensation (CTC) will be **Rs. 4,60,000/-** after applicable TDS (Income & Professional tax is deducted from your salary with the following breakup. See detailed breakup in Annexure 1.

2. Salary Revision

Your remuneration will be subject to annual review, or at such times as may be appropriate. Review dates are set by Corporate Headquarters. Y
Media Labs operates on a Pay-for-Performance policy and the result of any remuneration review will take your performance into account. The Company, at any time, reserves the right to review and restructure its compensation package. You will appreciate that information relating to your remuneration package is strictly confidential and hence request you maintain this confidentiality.

3. Place of Work

Your place of posting will be in Bangalore, however, should a need arises you may be transferred or expected to travel to any of our offices.

4. Pre-joining Formalities:

As it has been explained to you during the interview stage, we may do a pre-joining background verification, which would cover your educational qualification, personal verification, place of stay (address) and job experience (other than your current job as mentioned in your application). For this purpose, you would be required to provide us with the necessary documentation.

You are required to sign the **Company's Confidential and Intellectual Property Rights Agreement** as a pre-requisite to acceptance of employment. A copy is attached for your review. This document will be due the first day of your employment. Any compensation details are confidential and are not to be disclosed to any person other than to the undersigned in case you need any clarification. You will be on a probation period of 3 months and will get a permanent appointment letter, after satisfactory performance. Offer not accepted within 24 hours of receipt is liable to lapse at the discretion of the Company.

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b) In case of a change, you'd automatically be governed by the rules and regulations and terms and conditions applicable to the new location of appointment.

c) As a full time employee of the company, you shall not during your employment with the company, directly or indirectly associate yourself to any part time employment or position of monetary interest, other than that of the Company.

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a) If you decide to leave the company, you will need to provide a three months advance notice in writing. Such notice may not be offset by unused leave. Notwithstanding anything stated above, if you are in the middle of a project at the date of your resignation, in spite of the notice stated above, you shall not be relieved from the company unless you have trained the replacement for your position to the satisfaction of the company and the client.

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Linford, it is again with great pleasure that I offer you this position. Please sign and return this offer letter along with the Confidential and Intellectual Property Rights Agreement. Feel free to direct any questions that you might have regarding this offer directly to me.

Sincerely,

M Raja Shekar Reddy
AVP, Product & Program Management
Y Media Labs

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a) Graduation – degree certificate and final aggregate transcripts

b) Post Graduation – degree certificate and final aggregate transcripts

2. Work Experience
    a) Experience & relieving certificates of your current and all your previous employers.
    b) Last 3 months pay slip, appointment letter of your current employer.
3. Two colour passport size photographs of self.
4. Copies of Passport and Driving license (at least one or both if available).
5. Copy of your PAN card.

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I understand that any information regarding the company's business or other relevant information shall remain secret and safeguarded by me. In consideration of employment, I understand that I am required to sign the company's confidentiality and intellectual property rights agreement before the commencement of my employment.

I am in agreement with the aforementioned terms and conditions of employment.

Signed: _____

Name of the Employee: Linford Pinto

Date: _____

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

Signature Not Verified

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Annexure: 1

Annual Cost to the Company:

Particulars	Monthly (in Rs.)	Annual (in Rs.)
Basic	18717	224601
HRA	7487	89840
LTA	1500	18000
Provident Fund	3600	43200
Other Allowances	6130	73561
Gratuity	900	10798
Total		**4,60,000**

*The above will be paid to tax deductions at source as per Income Tax Act, and Professional Tax.

*As and when applicable as per the Government Policy, employee and employer's contribution to Provident Fund will be deducted from your total compensation.

*Group Medical insurance (full time employees only) for a comprehensive coverage of Rs. 3L will be provided to you by the company, which covers you and your spouse.

* Reimbursement of Rs. 10,000 /- per year on buying medical insurance for your parents (Per year).

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

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02.02.2024 22:35

L&T Technology Services

Ref: LTTS/HR/ET/2019/ 221 **Date:** 16.08.18

Name: MADHUMITHA V

Issued By : JASON S.S
Signature : Jason
Date : 16.08.18

Offer Of Intent

Dear Madhumitha,

Greeting from L&T Technology Services Ltd.!

We are pleased to make you this offer of intent for the position of **Associate Engineer.** We trust that this opportunity finds you mutually excited about your new employment with L&T Technology Services (hereinafter referred as "Company"). We reiterate that you have made the right decision and we are certain that you will have a great career with us!

Upon your acceptance of this Offer of Intent and subject to you meeting all the applicable requirements under this Offer of Intent, we shall share a detailed Appointment Letter, which will outline the specific employment terms and conditions. Please note this Offer of Intent is not an offer or offer of employment or a legally binding contract of employment.

The content of this Offer of Intent are strictly between you and the Company. Please treat this Offer of Intent and the contents here as personal and confidential.

This Offer of Intent is valid subject to you

- Having secured more than 60% in SSC / X and HSC / XII std (10th and 12th).
- Having secured 60% aggregate in Engineering Graduation
- Passing the final year examination of Graduation in the first attempt.
- Found medically fit by the Company authorized doctors.
- Submitting a Service Agreement, agreeing to serve the company for a period of 2 years from the date of commencement of training.
- Submitting all necessary documents at the time of joining
- No drop in any semester/ year throughout the course

If any information provided by you during the selection process is found to be incorrect and / or false, the Company reserves the right to revoke this Offer of Intent without any notice.
This Offer of Intent is also contingent upon us working together to determine an appropriate start date for your employment. The training is for a period of one year comprising of class-room / on the job training. The date of commencement of training and venue for reporting will be intimated to you at a later date.

You will be continuously assessed during your training. If you do not complete the class room / on the job training to our satisfaction, your appointment automatically stand cancelled.

During the period of training, your stipend will be INR 4,00,012/- per annum

On successful completion of training, you can be posted / transferred to any of our SEZ / STPI sites across India. Your employment will be governed by the rules, regulations and policies of the company.

SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

Signature Not Verified

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02.02.2024 22:35

L&T Technology Services

Ref:LTTS/HR/ET/2019/ 221 Date:

Issued By	: JASON S.S
Signature	: Jason
Date	: 16.08.18

If the above stated terms are acceptable to you, kindly sign and return the duplicate copy of this Offer of Intent within ten (10) days from the date of issue. If we do not receive your acceptance within the stipulated time frame , this Offer of Intent will be deemed to have been rejected by you.

All communications / notices should be addressed to:

Human Resource Dept – Talent Acquisition (Campus Hiring)
L&T - Technology Services, SEZ Unit II,
Hazel-Block L3, Ground Floor, Manyata Embassy Business Park,
Nagawara, Bangalore 560045

Congratulations on your selection to be part of L&T Technology Services Ltd.!!!

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

Yours truly,
For L&T Technology Services Limited

Krishnakumar Nair
Head – Talent Acquisition

Acceptance by applicant below

.....

I have read this Offer of Intent and accept the same

Name: MADHUMITHA-V

College: SRI JAYACHAMARAJENDRA COLLEGE OF ENGINEERING

Signature Madhumitha. V

Date: 19/08/2018

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

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02.02.2024 22:35

L&T Technology Services

Ref:LTTS/HR/ET/2019/

Date: 19/08/2018

ANNEXURE

Name	: MADHUMITHA V	**Designation**	: **Associate Engineer(Trainee)**
Grade	: **LTTS-2**		

Salary Components	MONTHLY (INR)	ANNUAL (INR)
Basic Salary	11,000	1,32,000
Flexible Benefit Plan (FBP)	20,015	2,40,180
Allowances & Reimbursements under FBP - House Rent Allowance - Meal Card - Education Allowance - Mobile Expense Reimbursement - Leave Travel Assistance (LTA) - FBP Balance	Eligibility under each of these components is mentioned in the attached FBP	
GROSS MONTHLY==>	31,015	3,72,180
Provident Fund (@ 12% of basic salary)	1,320	15,840
TOTAL FIXED COMPENSATION==>		3,88,020
Bonus	1000	12,000
TOTAL COMPENSATION==>		**4,00,020**

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02.02.2024 22:35

MANDAR MANJUNATH PATIL
4JC15CS055
COMPUTER SCIENCE

CS

BOSCH

*** Personal and Confidential ***

Mr.Mandar Manjunath Patil,
Aggragone,
Ankola,
Karnataka.

Robert Bosch Engineering
and Business Solutions
Private Limited,
123 Industrial Layout,
Hosur Road, Koramangala,
Bangalore - 560 095, India.
Tel: +91 080 6657 5757
Fax: +91 080 6657 1404
CIN: U72400KA1997PTC023164
www.bosch-india-software.com

Our reference: **RBEI/HRL/2019/1778** Date: 29.04.2019

Dear Mandar Manjunath Patil,

This has reference to your application and the subsequent interview/s you had with us. We are pleased to appoint you as **'Associate Software Engineer'** at RBEI at **'Level 50'** as detailed below.

1. Training Period

You will be on training for a period of 2 months from the date of you joining the organization. The company may periodically evaluate your performance during the training period. If you fail to qualify as per the minimum prescribed performance standards, the company reserves the right to decide on the continuance of your employment.

2. Compensation

- Your annual CTC (Cost to Company) will be **Rs.5,00,000/-** (Rupees Five Lakhs only) per annum. Your CTC will comprise of Basic Salary, Buffet of Benefits (BoB), Variable Pay (CPrP) and Retirals benefits. The salary will be governed by the prevailing employment policies of the company as in force from time to time.
- The Variable Pay (CPrP - Company Performance related Pay) planned for the year 2019 (payable in April-2020)- at factor EAV 1.0 of company performance is 10% of the Annual Earned Salary (Basic Salary + Buffet of Benefits) for associates at your level. However, the actual amount will depend upon the company goal achievements. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus.
- Please refer to **Annexure I** to know more details about your compensation package.

Your remuneration is strictly confidential between you and the Company. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

3. Retiral Benefits

3.1 Company's contribution towards Provident Fund at 12% of the basic salary per month
3.2 You will be eligible for Gratuity as per the Gratuity Act 1972 and the rules made there under.
3.3 You will also be eligible to subscribe under National Pension System (Optional) as per the policy.

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02.02.2024 22:35

BOSCH are Trademarks of Robert Bosch GmbH, Germany

BOSCH

4. Extended Benefits

During your employment tenure with us, you will be covered under company provided insurance:

4.1 Hospitalization Insurance - for self and family (for spouse and children up to the age 23 years).

4.2 Personal Accident Insurance - for self only

4.3 Life Insurance - for self only

The aforementioned perquisites are subject to alteration and amendment.

5. Salary Revision and Benefits

Salary shall be reviewed on an annual basis and you shall be notified of the amount of your salary entitlement for the succeeding year,depending on performance during the year.

6. Eligibility

This offer of employment is valid subject to you scoring a minimum of 70% aggregate with no current backlogs in Degree and 70% score consistently from SSLC onwards.

7. Retirement

You will retire from the services of the company on attaining the age of superannuation. The retirement age in Bosch is 60 years.

8. Leave Benefits

You will be entitled to 18 days of Earned Leave, 12 days of General Leave, subject to the terms and condition as per the prevailing leave policy.

9. Integrity

Each employee at Bosch is committed to ensure integrity in all aspects of their functioning. You are expected to comply with the policies as listed in the code of Business Conduct of the company as they form an integral part of the terms of your employment with Bosch. You are required to read and agree to the Rules & Regulations of Service and Conduct as listed in the **Annexure III.**

10. Conditions of Hire

10.1 The assignment offered to you is on a whole time basis. You will not carry on or be concerned with any business of your own or on behalf of anyone else directly or indirectly, nor shall you take up other business or be associated with any other business with or without remuneration during the course of employment with the company. Further, if you have any trade or business interest and have any existing connection or future connection with the Company as suppliers, dealers, agents or contractors thereof, you are obligated to disclose such connection to the Company at the time of joining, if there is a present connection and inform the management of the Company on becoming aware of any proposed transactions through such relations in the future.

10.2 If the Company sends you on training including research and development activities, to another country or a place in India with a view to benefit the Company in pursuance of its business objectives, which will be at an additional cost to the Company, you agree not to accept employment in a company in competition with RBEI and/ or undertake a business that is in competition with RBEI. In the event you leave the Company within **One Year** after such training period, the Company will be entitled to recover the costs from you, incurred by the Company towards such training and you may be required to sign a bond to that effect.

Signature Not Verified
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02.02.2024 22:35

10.3 You have to submit a copy of your current Degree certificate / Provisional certificate and all semester marks sheets / Consolidated mark sheet on your said date of joining.

11. Transferability

Initially you will be posted at our Bangalore/Coimbatore location, however you may be transferred to provide your services to any of our existing/ future establishments, sister concerns of Bosch or at our client location situated within India or abroad depending upon the company's requirements on the same terms and conditions of this letter and any additional terms that may be applicable to you as per Company policies. In case you are deputed abroad, you will be required to fulfil the conditions regarding financial security and minimum service subsequent to such deputation as per the Company's Policy.

12. Information

In accordance with the provisions of the Companies Act 1956, you are required to disclose your relations or business connections, if any, with the Directors of this Company. You are required to furnish these details in your job application form and return to us. You are also required to disclose information regarding any posts held by you including any honorary position.

13. Termination

The notice period for termination of employment on either side will be Three months. When payment in lieu of notice is offered by the management or the employee, the notice pay shall mean only the basic salary and does not include cash equivalent of any allowances, etc.

Payment in lieu of notice shall be subject to acceptance of the same by the Company considering unfinished tasks, projects on hand, work in progress, etc. You shall not be deemed to have been relieved of your services except upon issue of a letter to that effect.

14. Medical Fitness

This offer is provisional, subject to you being declared medically fit by our Medical Officer. On the day of joining you are required to furnish an eye fitness certificate as mentioned in the **Annexure II** appended to this letter.

15. Personal Information

This employment offer is made based on the information given by you in the RBEI application form submitted to us. In case company finds at any time, the information given by you is not correct, untrue or incomplete, the company shall have the right to dismiss you from your employment at any time without notice or salary in lieu of notice period.

16. Background Check and References

Your appointment is contingent upon satisfactory report on the background check conducted by our company's approved agency relating to your education and address.

Signature Not Verified

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02.02.2024 22:35

BOSCH

17. Acceptance and Commencement

Your appointment will be confirmed upon receiving your acceptance to this offer letter. Your functional area, location and date of joining will be informed later.

To confirm your acceptance, you are requested to communicate the acceptance of this offer within 7 days from the date of receiving this letter, to your placement officer.

We welcome you to the organization and look forward for a long and mutually beneficial association.

Please note, you are not eligible for company sponsored accommodation, therefore, you are advised to identify your suitable accommodation facility in advance of your joining.

Please sign and return the copy of this letter as a token of your acceptance of above terms and conditions at the time of your joining.

Robert Bosch Engineering and Business Solutions Private Limited

Manikkanddan K E
Senior Manager
(Human Resources)

Bharath Kakaiah
Senior HR Officer
(Human Resources)

I agree and accept the above terms and conditions and confirm that I will join duty on _____

_____ _____ _____

Name Signature Date

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

Signature Not Verified

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Annexure I

Personal and Confidential

29.04.2019

Compensation and Benefits Plan

Name:	Mr.Mandar Manjunath Patil
Qualification:	B.Tech/BE
Designation:	Associate Software Engineer
Level:	50

Components	**Per Month**	**Per Annum**
	Rs.	**Rs.**
Cash Components		
Basic Salary	12500	150000
Buffet of Benefits (HRA, Conveyance, Medical, LTA, SAF Contribution, etc)	23469	281625
Total	**35969**	**431625**
Retirals / Statutory Contribution		
Company Contribution towards PF (12% of Basic Salary)	1500	18000
Gratuity (4.81% of Basic Salary)**	601	7215
Total	**2101**	**25215**
Variable Pay		
Company Performance related Pay - CPrP at factor EAV 1.0 company achievement		**43163**
Total Cost to Company	**38070**	**500000**
National Pension System (NPS) Optional - Employer Contribution		**12495**

Manikkanddan K E
Senior Manager
(Human Resources)

Bharath Kakaiah
Senior HR Officer
(Human Resources)

* The aforementioned perquisites are subject to alteration and amendment.

** Eligibility for Gratuity is as per Payment of Gratuity Act, 1972

Signature Not Verified
Digitally signed by SOKKALINGAM ARUMUGAM DHANARAJ
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TECHNOLOGY UNIVERSITY, C=IN

02.02.2024 22:35

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BOSCH

*** Personal and Confidential ***

Mr.Mandar Manjunath Patil,
Aggragone,
Ankola,
Karnataka.

Robert Bosch Engineering
and Business Solutions
Private Limited,
123 Industrial Layout,
Hosur Road, Koramangala,
Bangalore - 560 095, India.
Tel: +91 080 6657 5757
Fax: +91 080 6657 1404
CIN: U72400KA1997PTC023164
www.bosch-india-software.com

Our reference: **RBEI/HRL/2019/1778** Date: 29.04.2019

Dear Mandar Manjunath Patil,

This has reference to your application and the subsequent interview/s you had with us. We are pleased to appoint you as **'Associate Software Engineer'** at RBEI at **'Level 50'** as detailed below.

1. Training Period

You will be on training for a period of 2 months from the date of you joining the organization. The company may periodically evaluate your performance during the training period. If you fail to qualify as per the minimum prescribed performance standards, the company reserves the right to decide on the continuance of your employment.

2. Compensation

- Your annual CTC (Cost to Company) will be **Rs.5,00,000/-** (Rupees Five Lakhs only) per annum. Your CTC will comprise of Basic Salary, Buffet of Benefits (BoB), Variable Pay (CPrP) and Retirals benefits. The salary will be governed by the prevailing employment policies of the company as in force from time to time.
- The Variable Pay (CPrP - Company Performance related Pay) planned for the year 2019 (payable in April-2020)- at factor EAV 1.0 of company performance is 10% of the Annual Earned Salary (Basic Salary + Buffet of Benefits) for associates at your level. However, the actual amount will depend upon the company goal achievements. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus.
- Please refer to **Annexure I** to know more details about your compensation package.

Your remuneration is strictly confidential between you and the Company. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

3. Retiral Benefits

3.1 Company's contribution towards Provident Fund at 12% of the basic salary per month
3.2 You will be eligible for Gratuity as per the Gratuity Act 1972 and the rules made there under.
3.3 You will also be eligible to subscribe under National Pension System (Optional) as per the policy.

Signature Not Verified

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02.02.2024 22:35

BOSCH are Trademarks of Robert Bosch GmbH, Germany

BOSCH

4. Extended Benefits

During your employment tenure with us, you will be covered under company provided insurance:

4.1 Hospitalization Insurance - for self and family (for spouse and children up to the age 23 years).

4.2 Personal Accident Insurance - for self only

4.3 Life Insurance - for self only

The aforementioned perquisites are subject to alteration and amendment.

5. Salary Revision and Benefits

Salary shall be reviewed on an annual basis and you shall be notified of the amount of your salary entitlement for the succeeding year,depending on performance during the year.

6. Eligibility

This offer of employment is valid subject to you scoring a minimum of 70% aggregate with no current backlogs in Degree and 70% score consistently from SSLC onwards.

7. Retirement

You will retire from the services of the company on attaining the age of superannuation. The retirement age in Bosch is 60 years.

8. Leave Benefits

You will be entitled to 18 days of Earned Leave, 12 days of General Leave, subject to the terms and condition as per the prevailing leave policy.

9. Integrity

Each employee at Bosch is committed to ensure integrity in all aspects of their functioning. You are expected to comply with the policies as listed in the code of Business Conduct of the company as they form an integral part of the terms of your employment with Bosch. You are required to read and agree to the Rules & Regulations of Service and Conduct as listed in the **Annexure III.**

10. Conditions of Hire

10.1 The assignment offered to you is on a whole time basis. You will not carry on or be concerned with any business of your own or on behalf of anyone else directly or indirectly, nor shall you take up other business or be associated with any other business with or without remuneration during the course of employment with the company. Further, if you have any trade or business interest and have any existing connection or future connection with the Company as suppliers, dealers, agents or contractors thereof, you are obligated to disclose such connection to the Company at the time of joining, if there is a present connection and inform the management of the Company on becoming aware of any proposed transactions through such relations in the future.

10.2 If the Company sends you on training including research and development activities, to another country or a place in India with a view to benefit the Company in pursuance of its business objectives, which will be at an additional cost to the Company, you agree not to accept employment in a company in competition with RBEI and/ or undertake a business that is in competition with RBEI. In the event you leave the Company within **One Year** after such training period, the Company will be entitled to recover the costs from you, incurred by the Company towards such training; you may be required to sign a bond to that effect.

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

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02.02.2024 22:35

10.3 You have to submit a copy of your current Degree certificate / Provisional certificate and all semester marks sheets / Consolidated mark sheet on your said date of joining.

11. Transferability

Initially you will be posted at our Bangalore/Coimbatore location, however you may be transferred to provide your services to any of our existing/ future establishments, sister concerns of Bosch or at our client location situated within India or abroad depending upon the company's requirements on the same terms and conditions of this letter and any additional terms that may be applicable to you as per Company policies. In case you are deputed abroad, you will be required to fulfil the conditions regarding financial security and minimum service subsequent to such deputation as per the Company's Policy.

12. Information

In accordance with the provisions of the Companies Act 1956, you are required to disclose your relations or business connections, if any, with the Directors of this Company. You are required to furnish these details in your job application form and return to us. You are also required to disclose information regarding any posts held by you including any honorary position.

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Payment in lieu of notice shall be subject to acceptance of the same by the Company considering unfinished tasks, projects on hand, work in progress, etc. You shall not be deemed to have been relieved of your services except upon issue of a letter to that effect.

14. Medical Fitness

This offer is provisional, subject to you being declared medically fit by our Medical Officer. On the day of joining you are required to furnish an eye fitness certificate as mentioned in the **Annexure II** appended to this letter.

15. Personal Information

This employment offer is made based on the information given by you in the RBEI application form submitted to us. In case company finds at any time, the information given by you is not correct, untrue or incomplete, the company shall have the right to dismiss you from your employment at any time without notice or salary in lieu of notice period.

16. Background Check and References

Your appointment is contingent upon satisfactory report on the background check conducted by our company's approved agency relating to your education and address.

Signature Not Verified

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02.02.2024 22:35

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

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17. Acceptance and Commencement

Your appointment will be confirmed upon receiving your acceptance to this offer letter. Your functional area, location and date of joining will be informed later.

To confirm your acceptance, you are requested to communicate the acceptance of this offer within 7 days from the date of receiving this letter, to your placement officer.

We welcome you to the organization and look forward for a long and mutually beneficial association.

Please note, you are not eligible for company sponsored accommodation, therefore, you are advised to identify your suitable accommodation facility in advance of your joining.

Please sign and return the copy of this letter as a token of your acceptance of above terms and conditions at the time of your joining.

Robert Bosch Engineering and Business Solutions Private Limited

Manikkanddan K E
Senior Manager
(Human Resources)

Bharath Kakaiah
Senior HR Officer
(Human Resources)

I agree and accept the above terms and conditions and confirm that I will join duty on _____

_____ _____ _____

Name Signature Date

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

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Annexure I

Personal and Confidential			
			29.04.2019
Compensation and Benefits Plan			
Name:	Mr.Mandar Manjunath Patil		
Qualification:	B.Tech/BE		
Designation:	Associate Software Engineer		
Level:	50		
Components		**Per Month**	**Per Annum**
		Rs.	**Rs.**
Cash Components			
Basic Salary		12500	150000
Buffet of Benefits (HRA, Conveyance, Medical, LTA, SAF Contribution, etc)		23469	281625
Total		**35969**	**431625**
Retirals / Statutory Contribution			
Company Contribution towards PF (12% of Basic Salary)		1500	18000
Gratuity (4.81% of Basic Salary)**		601	7215
Total		**2101**	**25215**
Variable Pay			
Company Performance related Pay - CPrP at factor EAV 1.0 company achievement			**43163**
Total Cost to Company		**38070**	**500000**
National Pension System (NPS) Optional - Employer Contribution			**12495**

Manikkanddan K E
Senior Manager
(Human Resources)

Bharath Kakaiah
Senior HR Officer
(Human Resources)

* The aforementioned perquisites are subject to alteration and amendment.

** Eligibility for Gratuity is as per Payment of Gratuity Act 1972

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

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02.02.2024 22:35



Strictly Private and Confidential

28-Feb-2019

MANISH Honnavar Lakshman
#47,SHIVAJI ROAD ,SAGAR-577401
9742754282

Dear MANISH,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

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

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2019.03.04 12:29:39

Reference Id: 7417873c-eed3-43ca-a159-4ac0529d290c_1
Signed By: Mohan Sekhar

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the Offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This Offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

Signature Not Verified
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02.02.2024 22:35

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

Mohan Sekhar

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

ACKNOWLEDGED AND AGREED:

[*Insert full legal name*]

Signature Not Verified
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02.02.2024 22:35

ANNEXURE - I

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Joining Bonus	
Joining Bonus (Refer to section C)	25,000

(D) Additional Benefits	
Gratuity as per law#	5,290
Insurance Premium (notional value)	3,776

Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000

(A) Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- **Joining Bonus**- of **INR 25,000** payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

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- **Additional Bonus-** of **INR 25,000** payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the Authorities.

*As defined by applicable law from time to time.

- If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your career level as per company payroll cycle.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
    a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
    b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
        - 10% of such claims for self, spouse and 2 dependent children
        - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

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

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

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ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

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Name: Manish.H.L

USN: 4JC15CS056

Branch: CSE 8th sem 'B' section

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Cerner

CS.

June 8, 2019

MANISH H L
#47, SHIVAJI ROAD,SAGARA (SHIVAMOGGA) -577401
#47, SHIVAJI ROAD,SAGARA (SHIVAMOGGA) -577401
Sagara, India 577401

Dear MANISH:

On behalf of Cerner Healthcare Solutions India Private Limited ("Cerner"), I am pleased to offer you the position of Software Engineer at Manyata C-2 in Bangalore. We believe your skills, aptitude, and interests are consistent with the outstanding opportunities for growth in this group.

Your position at Cerner is subject to a minimum probationary period of six (6) months. Your continued employment may be confirmed at the end of the probationary period if your performance is satisfactory. Your probationary period will count towards your continuous employment.

COMPENSATION

We are offering an Annual Guaranteed Cash of Rs. 5,30,000.

Cerner will deduct taxes at source as required by law. You will be responsible for your tax liabilities under applicable tax laws and regulations. Your CTC opportunity is Rs. 6,10,134 per annum. You will enjoy benefits and perquisites as detailed in the attachment. Cerner reserves the right to vary, amend and modify any item of the salary package without adversely affecting the total compensation. Compensation is regarded as confidential information and should not be disclosed to other employees. Your position at Cerner is a professional position that requires a significant level of responsibility, discretion and independent judgment. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure good results.

ASSOCIATE BENEFITS

Cerner offers a comprehensive program of benefits to address your physical, financial and emotional health. At Cerner, we believe the foundation for a successful career starts with a variety of options that meet your needs while supporting a healthy lifestyle.

A standard component of our benefits package is Personal Time Off. You will be entitled to 27 days of Personal Time Off each year to be used for vacation, illnesses and other personal reasons and 10 standard business holidays. Please access the 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 July 8, 2019. This Invitation of Employment is contingent upon receipt of a satisfactory outcome of a background check and proceeds on the basis that information you provided is accurate.

Please acknowledge and electronically accept this Invitation of Employment by June 12, 2019, after which date, this offer will expire. If you need more time to consider your options, simply let us know,

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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
Manager | Lead 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: Manish. H.L
MANISH H L

Today's Date: 06/07/2019

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Cerner Healthcare Solutions India Private Limited | Registered Office: Martin Burn Business Park, Levels 14-16, Plot No.3, Block BP, Sector V, Bidhannagar, Electronics complex, Salt Lake, Kolkata – 700 091, India
Phone: +91 80 3301 0400 | Fax: +91 80 3301 0916 | CIN: U72200WB2014FTC220583 | Email: Cerner-india@cerner.com | www.cerner.com

December 26, 2018

Dear Manjunath,

We are pleased to offer you the position of Intern for a period of 16 weeks from 15th January 2019. You will report to Ramaswamy Meka.

Intern Salary: Your intern fee is INR 15,000 per month, payable on a monthly basis on the last working day of the month.

Non-Contractual Benefits: Our Company from time to time establishes programs which may provide you with benefit which are not part of this agreement. Such programs may be amended, suspended or discontinued at the company's sole discretion.

Termination: During the period of internship agreement, either party may terminate this agreement by giving one (1) month notice in writing or intern fee in-lieu of notice period if required.

We welcome you and look forward to working with you.

To indicate your acceptance, kindly sign a copy of this letter and return it to us as soon as possible.

The terms and conditions of internship are set out in this letter:

Best regards,

Human Resources

Agreed to and Accepted:

Candidate Name Date

Manjunath. MJ

Signature Not Verified

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August 31, 2018

Dear Manjunath MJ,

OT Privacy Software Private Limited is pleased to offer you employment as a Software Developer on the following terms:

1. Duties. As a Software Developer, you agree to devote the whole of your professional time, attention and energy to the performance of these duties and not, directly or indirectly, to consult with, advice, work for or have any interest in any competing business or pursuit during this employment that creates a conflict of interest

2. Remuneration Package: Annual Fixed Compensation: You are being offered a Total Annual Fixed Compensation (inclusive of standard company benefits) of **Rs.** 500,000 *(Rupees. Five Hundred Thousand only) Please* refer Annexure 1 for details. You are liable to pay all taxes and liabilities as required under Indian Tax Law. With the exception of the obligation to withhold taxes from your remuneration, the Company assumes no responsibility for your personal tax affairs.

3. Benefits: You will be eligible for a Group Health Insurance policy and Group Personal Accident Insurance policy as per the existing policy which would be explained to you at the time of on-boarding

Leave: You are entitled for '15' vacation days and '5' sick leaves per year.

Expenses : Any reasonable travel and out of pocket expenses wholly and necessarily incurred on Company business will be reimbursed to you in line with OT Privacy Software Private Limited expenses policy in force from time to time.

Health & Safety: You are responsible for taking reasonable care for health & safety of yourself and other persons who may be affected by your acts at work. You are also responsible for complying with all enactments, regulations and Company rules in this respect.

4. Working Hours: The normal expected standard working hours are 9.30 am to 6.30 pm from Monday to Friday. However, there may be occasions where you may be required to work beyond these hours and you are expected to cooperate accordingly. Your salary includes compensation for any such additional hours

5. Position: As a Software Developer you will be to carry out, but not limited to, following activities:

- You will be based out of our Bangalore office
- Your job may require you to travel both in India and abroad
- Contribute in all phases of the development lifecycle for our application suite
- Enhance existing applications to meet business and development requirements.
- Ensure quality by using industry accepted best practices for development.

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

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- Communicate with technical architects on technical aspects and business analysts on functional requirements.
- Continuous learn new technologies / methodologies and build domain expertise for the privacy industry
- The Software Developer will play an instrumental role in new product development, innovation and brainstorming sessions, rapid prototyping of digital applications and services
- Ensure adherence to best development practices - Coding Standards, Unit Tests, Design Principles
- Design quick prototypes in both low and high fidelity as well as take successful prototypes to a more structured design process

- **Probation and Confirmation:**

You will be on probation for a period of 6 months from the date of joining duty. However there will be an interim review after completion of 3 months. Your performance will be evaluated during the interim review to assess your potential for continued employment. During this period if the management is not satisfied with your work and conduct, your services are liable to be terminated with two weeks' notice period. However the Management reserves the right to fix the last working day which can be on or before the completion of the notice period, based on the deliverables. After assessment of your work we will either confirm your employment or extend your probation for 3 more months. On confirmation as a regular employee, you will be required to give one month's notice in case you decide to leave our services subject to the Company's discretion. Similarly; the Company can terminate your services by giving one month's notice. The Company may terminate your services immediately on disciplinary grounds.

6. Separation with no Cause. For separation with no Cause, either party may give notice of separation of employment at any time, subject to one month's notice in writing. Following any termination of the period of Employment, you shall fully co-operate with the Company in all matters relating to the winding up of pending work on behalf of the Company and the orderly transfer of work to other employees of the Company. You agree that all property, including, without limitation, all equipment, tangible proprietary information documents, books, records, reports, notes, contracts, lists, computer disks (and other
computer-generated files and data) and copies thereof, created on any medium and furnished to, obtained by, or prepared by you in the course of or incident to your Employment, belongs to the Company and shall be returned promptly to the Company upon termination of the period of Employment.

7. Separation for Cause. At any time, by notice to you specifying the reason for termination, the Company may terminate your employment for cause (as defined below): The Company shall pay you all compensation then due and owing, together with accrued vacation pay and benefits prior to the date of termination and any variable performance pay that has accrued or been declared but that has not yet been paid. Termination for "cause" means the failure on your part to properly carry out your duties after notice by the Company of the failure to do so and an opportunity for you to correct the same within a reasonable time from the date of receipt of such notice, conviction for theft, fraud or another serious crime by a court of competent jurisdiction, or dishonesty or gross, willful and persistent misconduct by you involving the property, business or affairs of the Company or the carrying out of your duties

8. Modification. The terms of this letter of agreement between you and the Company may be amended only by an agreement in writing signed by you and the Company.

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9. Voluntary Agreement. You represent and agree that you have reviewed all aspects of the terms set forth in this letter, have carefully read and fully understand all of its provisions, have had the opportunity to review any and all of its aspects with legal, tax or other advisors of your choice, and, by your signature below, are voluntarily entering into this agreement with the Company.

10. Pre-Joining requirements: On the date of joining, please submit the following documents: -

- Three passport size photographs
- Copies of all educational certificates
- Relieving letter from previous employers
- Experience certificate from other previous employers
- Proof of date of birth & permanent address
- Last salary slip / Proof of last salary drawn

- Form 16, if paying tax previously
- Photo ID Proof (Pan Card)
- All utilized pages of your passport (In case you do not have please apply for the same)

Date of reporting: We hope that you find the foregoing terms acceptable. Please indicate your agreement with these terms and accept this offer by signing and dating the enclosed duplicate original of this letter and returning them to us.

You are required to report to the office of **OT Privacy Software Private Limited** on or before July 1, 2019.

The terms of this offer are strictly confidential between you and **OT Privacy Software Private Limited**

Please do confirm your acceptance of this offer. You will be governed by the rules, regulations and policies of the Company as applicable to you.

All the benefits as per the Company's polices, which are subjected to change from time to time.

We look forward to welcoming you to OT Privacy Software Private Limited and we are confident that you will make an important contribution to our growth and development, while enriching and taking your own career forward at a rapid pace.

If you should wish to clarify any aspects of this offer, please do not hesitate to contact me.

Sincerely,

Hemanth Kumar

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Human Resources
OT Privacy Software Private Limited

Annexure 1

Compensation Break up

Name: Manjunath MJ
Designation: Software Developer

Components	Annual CTC	Monthly CTC
BASIC	250,000	20,833
HRA	100,000	8,333
Conveyance Allowance	19,200	1,600
Medical Allowance	15,000	1,250
Employer PF contribution	30,000	2,500
Other Allowance	85,800	7,150
Total CTC	500,000	41,667

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Note:

The above are subject to applicable taxes as per the Indian Income tax guidelines. All other terms and conditions of your appointment, not specifically altered by this letter, remain unchanged. Your compensation is personal & confidential to you. Sharing/discussing the same with anybody other than the designated authority is not permitted.

By Signing and dating this letter below, I, _____, accept the job offer of

_____ by **OT Privacy Software Private Limited**

Signature: Manjunath.MJ

Date: _____

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02.02.2024 22:35

Offer: Computer Consultancy
Ref: TCSL/CT20182499082/Bangalore
Date: 03/10/2018

Mr. Manoj M
#85/1Tolgate Badavane,
Kumbarkoppal,
Mysuru-570016,
Karnataka.
Tel# 91-7019551672

Dear Manoj M,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be 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 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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

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

3. **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.

4. **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.

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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,

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provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

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

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

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

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

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

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

Professional Memberships
You will be eligible for reimbursement of 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

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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

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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

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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

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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

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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.

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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.

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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

Click here or use a QR code scanner from your mobile to validate the offer letter

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

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TATA

GROSS SALARY SHEET **Annexure 1**

Name	**Manoj M**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Sri Jayachamarajendra College Of Engineering, Mysore**

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
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	6,270	75,240
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

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Annexure 2

Regional Offices

Ahmedabad **Lead -Talent Acquisition** Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601	**Bangalore** **Lead -Talent Acquisition** Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114
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	**Delhi** **Lead-Talent Acquisition** Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735
Hyderabad **Lead-Talent Acquisition** Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222	**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
Lucknow **Lead -Talent Acquisition** Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001	**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
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	**Thiruvananthapuram** **Lead - Talent Acquisition** Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499

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Annexure 3

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.

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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.

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TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP Area, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 2114 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

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.

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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



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.

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(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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SIEMENS Healthineers

Siemens Healthcare Private Limited

Manoj Rao B
Sri Jayachamarajendra College of Engineering

Name Vivek KS
Department Human Resources
Telephone +91 (80) 6192 2024
E-mail Vivek.ks@siemens-healthineers.com
Our reference HR/BLR/SHPL
Date November 23, 2018

Internship for Manoj,

Dear Manoj,

We are pleased to accept you as an intern for the period starting from January 17th, 2019 to May 31st, 2019. You will undergo internship program at Siemens Healthineers, Bangalore. Your internship is confirmed with Diagnostic Imaging Magnetic Resonance.

During this period of internship, we shall pay you Rs.16,500/- p.m., and you will be covered under applicable statutory benefits.

The address and contact details of our Organization are as follows:

Siemens Healthcare Private Limited
Gold Hill Supreme Software Park II (Eastern Tower),
Plot # 21, 22, 27&28, Electronics City Phase – 2
Hosur Road,
Bangalore – 560100.
INDIA.
Tel: +91-80-6192 2001

During this period of internship, you can avail the bus and canteen facilities provided by the company at no cost.

We observe a policy of flexible office timings. Consequently, you have the benefit to choose one of the following timings with prior approval of the Department Head:

- 07:30 am to 04:30 pm
- 09:00 am to 06:00 pm
- 10:00 am to 07:00 pm

In case you need any further information, please feel free to contact us.

Yours faithfully,
For Siemens Healthcare Private Limited

Vivek K S
Deputy General Manager
Human Resources

Accepted By:
Name B Manoj Rao
Intern
Date: 12/12/18

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SIEMENS Healthineers

ANNEXURE – I

TERMS & CONDITIONS OF INTERNSHIP

The Internship employee shall observe and confirm to such duties, directions and instructions as communicated to him/her by the Company and those in authority over him/her.

The Internship employee shall not at any time hereafter, without the consent in writing of the Company except under legal process, divulge or utilize any manner relating to the Company's transactions or dealings, which are of confidential nature.

The Internship employee shall not use any of the designs, drawings, software, literature, machines etc. of the company for any purpose other than Company's business.

All software including packages as well as its associated documentation developed by the Internship employee in the course of the duties shall be sole and exclusive property of the Company.

The Internship employee shall be true and faithful to the Company in all his/her accounts, dealing and transactions relating to the business of the Company and shall at all times, when required, render a true and just account thereof to the Company or such persons as shall be authorized to receive the same.

The Internship employee shall not during the continuance of his/her Internship, without the consent of the company in writing, be employed or interested, directly or indirectly, in any other trade or business, employment, or occupation whatsoever and will devote the whole of his/her time and attention to his/her duties.

The Internship employee shall be responsible for safekeeping and return, in good condition and order of all Company" property, which may be in his/her, custody or charge.

A high standard code of conduct is expected from an Intern and any behavior reflecting unfavorably on him/her or the Company is questionable and liable for disciplinary action.

The Internship employee shall also be required to abide by terms and conditions in addition to those mentioned above which are in force for the time being, or may be framed from time to time.

I confirm and accept the above.

B. Manoj Raj

(Signature)

Siemens Healthcare Private Limited

Gold Hill, Supreme Software Park II 21, 22, 27, 28
Electronic City Phase 2, Bangalore - 560100.

Tel: + 91 80 6192 0000
Email: hc_contact.india@siemens.com
www.siemens.co.in/healthcare

Registered Office: Unit No. 9A, 9th Floor, North Tower, Godrej One, Pirojshanagar, Eastern Express Highway, Vikhroli East, Mumbai – 400 079 India. Telephone +91 22 33700600, Fax +91 22 33700654. Other Offices: Bengaluru. Corporate Identity number: U74999MH2015PTC264859

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SIEMENS Healthineers

ANNEXURE II

TERMS AND CONDITIONS OF INTERNSHIP IN RELATION TO INVENTIONS MADE BY THE INTERN

The Internship employee shall disclose to the Company promptly in writing any invention (the work invention is to be understood to mean anything which might be capable of protection, in any country, against copying by a patent, a registered design, copyright, or otherwise) which may occur to him / her either alone or in conjunction with any other person during his/her Internship with the Company, with the exception of inventions which he /she is not precluded by Internship from disclosing to the Company and for which an application for a patent or for a registered design has not yet been made.

The Company will be free to adopt any of the Internship employee's inventions disclosed to the Company, at the commencement of his/her Internship with the Company and conceived during his/her Internship with the Company and to assign to others the right to adopt it and the Company will choose, and he/she shall assist the Company if called upon to do so, to obtain at the Company's cost, such protection right.

The Internship employee shall treat all information relating to any such invention as confidential and disclose it only to his /her superiors or any other person as his/her superiors direct. The Intern shall not publish, except with the written consent of the Company, any information in relation to any such invention.

I confirm and accept the above.

B Mangilal
(Signature)

Siemens Healthcare Private Limited

Gold Hill, Supreme Software Park II Z1, 22, 27, 28
Electronic City Phase 2, Bangalore - 560100.

Tel: + 91 80 6192 0000
Email: hc_contact.india@siemens.com
www.siemens.co.in/healthcare

Registered Office: Unit No. 9A, 9th Floor, North Tower, Godrej One, Pirojshanagar, Eastern Express Highway, Vikhroli East, Mumbai – 400 079 India. Telephone +91 22 33700600. Fax +91 22 33700654. Other Offices: Bengaluru. Corporate Identity number: U74999MH2015PTC264859

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Strictly Private and Confidential

28-Feb-2019

Meghana Basavaraj Yadav
#2048, B N Yadav, Javali plot, Gajendragada
8050691690

Dear Meghana,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

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

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

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

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Signed By: Mohan Sekhar

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the Offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This Offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

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To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

Mohan Sekhar

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

ACKNOWLEDGED AND AGREED:

[*Insert full legal name*]

Candidate's Signature _____

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ANNEXURE - I

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Joining Bonus	
Joining Bonus (Refer to section C)	25,000

(D) Additional Benefits	
Gratuity as per law#	5,290
Insurance Premium (notional value)	3,776

Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000

(A) Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- **Joining Bonus**- of **INR 25,000** payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

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- **Additional Bonus-** of **INR 25,000** payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the Authorities.

*As defined by applicable law from time to time.

- If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your career level as per company payroll cycle.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
    a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
    b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
        - 10% of such claims for self, spouse and 2 dependent children
        - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

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

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

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ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

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Strictly Private and Confidential

Meghana. B. Y
4JC15CS059
CSE

28-Feb-2019

Meghana Basavaraj Yadav
#2048, B N Yadav, Javali plot, Gajendragada
8050691690

Dear Meghana,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

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

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

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

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- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the Offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This Offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

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To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:

Mohan Sekhar

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

[*Insert full legal name*]

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ANNEXURE - I

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Joining Bonus	
Joining Bonus (Refer to section C)	25,000

(D) Additional Benefits	
Gratuity as per law#	5,290
Insurance Premium (notional value)	3,776

Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000

(A) Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- **Joining Bonus**- of **INR 25,000** payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

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- **Additional Bonus-** of **INR 25,000** payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the Authorities.

*As defined by applicable law from time to time.

- If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your career level as per company payroll cycle.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
    a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
    b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
        - 10% of such claims for self, spouse and 2 dependent children
        - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

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

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

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ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

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EMPLOYMENT AGREEMENT

18th Jun 2019

Mohd Muqeem
Flat no.101 2nd Floor, Aditya park apartments,
Kashi Nagar, Amruthalli,
Yelhanka - 560092.

Dear Mohd,

Congratulations! We are pleased to extend this Employment Agreement to you and welcome you to Ruckus - ARRIS family. Set out below, are the terms and conditions of your employment with Ruckus Wireless Pvt Ltd. ("Company"). Your job-related details are as below:

Job Code	**: EN0621**
Job Title	**: Software Engineer**
Job Level	**: 1**

Further terms and conditions as enumerated hereunder:

1. **Service Date**

   Your effective Date of employment will be mutually agreed date, or such date as may be notified in writing by the company

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2. **Annual Base Salary**

Your Annual Base Salary is **INR 7,50,000 /-, (Rupees Seven Lakh Fifty Thousand Only)**

Salary Structure (Non - Sales)		
Categories	**Component**	**INR (Per Annum)**
(A) Basic	Basic (Fixed @ 40%)	300000
(B) Flexible Allowances	House Rent Allowance - HRA (@50% of Basic)	150000
	Special Allowance (Balance of Annual Base Salary)	159000
	Leave Travel Allowance – LTA (Up to 35% of Basic)	105000
(C) Retirals	Provident Fund - Employer Contribution (as per PF rules)	36000
Annual Base Salary (ABS) = A + B + C		**750000**

Annual Base Salary may be amended from time to time by the Company at it sole discretion. Salaries are normaliy paid by direct transfer to your bank account in accordance with the Company's normal Payroll Procedures.

3. **Other allowances and benefits**

Other annual allowances, reimbursements and benefits as applicable to you are described in **Annexure A** to this letter.

Female employees (oniy) are entitled to statutory maternity benefits as provided under **Annexure B** to this letter.

You agree that any bonus payments linked with production/productivity or other compensation paid to you by the Company will be in lieu of any bonus required to be paid to you under the applicable legislation in India.

4. **Retirement benefit – Provident Fund**

12% of your Basic salary will be contributed by the Company towards the approved Provident Fund scheme. Equal contribution by you is mandatory. You will have the option to increase your contribution to the Provident Fund through the Voluntary Provident Fund scheme ("VPF").

5. **Income Tax**

Your Basic salary and all other allowances will be subject to applicable income tax according to the Income Tax Act 1961 and notifications thereon by the Government of India.

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6. **Particulars Submitted:**

It is understood that this employment is being offered to you on the basis of the particulars submitted by you. However, if at any time it should emerge that the particulars furnished by you are false/incorrect or if any material or relevant information has been suppressed or concealed this appointment will be considered ineffective and irregular and would be liable to be terminated by the Company forthwith on the grounds of deemed misconduct without notice or compensation in lieu thereof. This will be without prejudice to the rights of the Company to take any other actions including disciplinary action against you for the same.

7. **Jurisdiction:**

It is agreed that any dispute of whatsoever nature between you and the Company will be subject to the jurisdiction of Bengaluru Courts only, whether they be any other courts or tribunal or authority of whatsoever nature. Without prejudice to the foregoing, all disputes in relation to this Employment Agreement shall be settled through arbitration in accordance with the Arbitration and Conciliation Act, 1996.

8. **Address and Communication**

You shall keep the Company informed of your latest postal address at all times and intimate the Company in writing in case of change of address. Any communication sent to you by the Company on your last known address shall be deemed to have been duly served notwithstanding the fact that you have changed your address.

9. **Mandatory ARRIS Training**

You will be given a list of training programs that you will be expected to undergo immediately upon joining and periodically thereafter. We expect that all mandatory training as mentioned in the correspondence that will follow will be completed within the stipulated time after your joining us.

10. **Transfer**

a) Depending upon exigencies of business your services can be transferred by the Company in any capacity as the Company may desire from time to time, from
b) One location to another
c) One department to another
d) One project to another
e) It is a condition of employment that you can be transferred by the Company anywhere in India or abroad to any of the parent Company's Subsidiary Companies, Joint Ventures, Associates, Sister Companies etc., as per needs. Such transfers will not create for you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees in the new place.

11. **Working Hours, Holidays and leave**

You will observe the working hours, holidays and leave rules as per the service rules applicable to your category of employees and as prescribed by the company from time to time.

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an ARRIS company

12. Health Examination

You will be examined at any time by a doctor of Company's choice for your medical fitness to continue to work for the Company and opinion of the Company's Doctor in this regard shall be final and binding on you.

13. Proof of Age

You will be required to produce satisfactory proof of age at the time of joining. The same may be evidenced from the School Leaving certificate or from the birth registration certificate. Once, such proof of age is accepted and recorded on the Company's register, you will not be permitted to seek a change of date of birth.

14. Past Record

If, at any time whatsoever, 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, you will be liable to removal from services without any notice or compensation whatsoever on the grounds of misconduct.

15. Protection of Company Property

You will sign and return a copy of the "Agreement to Protect Company's Property Rights", attached to this Employment Agreement.

16. Confidentiality

You will not at any time disclose to a third party any of the Company's confidential technical information or any information concerning the business of the Company and its parent and affiliated Companies, which you may come to know during your service with the Company.

Any intellectual property developed by you during your employment with the Company, including any copyrights, designs, patents, layouts, mask works, etc. shall be deemed as "works for hire" under applicable intellectual property laws and shall be the exclusive property of the Company. You hereby assign all rights in relation to such intellectual property to the Company on a worldwide and perpetual basis at no extra costs and further agree to do all such acts to perfect such assignment to the Company. You agree that this assignment shall not lapse in any circumstance including on the failure of the Company to exercise its rights under the assignment.

In order to more effectively set out the detailed rights and obligations of the parties in relation to protection of confidential information and intellectual property, you may be required to execute other documents by the Company (such as an employee intellectual property assignment and confidentiality protection agreement) and you agree to be bound by any such additional terms.

17. Code of Conduct

You are required to go through the Company Code of Conduct which will be made available on the day of your joining. You will be required to sign the declaration with the Code of Conduct and return it to the Company, as a token of your having read, understood and your agreeing to abide by its contents.

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18. **Privacy**

You will be providing to the Company certain information about yourself and your family, including personal information and sensitive personal data or information ("Personal Information"). You agree that the Company may access, process or transfer such Personal Information as provided in its privacy policy. Notwithstanding anything contained herein, "reasonable security practices and procedures" under section 43A Explanation (ii) of the Information Technology Act 2000 means the Company's privacy policy and such security procedures adopted by the Company to protect such Personal Information.

19. **Notice**

In the event that either party wants to terminate the Employment agreement, they can do so by giving ONE month notice to the other or make a payment in lieu of notice. The Company shall however have the right to extend the notice period more than one month, if needed.

The Company shall be entitled to terminate your employment "for cause" forthwith, without notice or compensation in the event of your misconduct (which term shall have the meaning as assigned under Company policy/law) and/or any act which constitutes an offence involving moral turpitude.

20. **On Separation**

On termination of employment and/or your resignation you will immediately return to the Company all the tools, accessories, formulae, documents, specifications, books etc. of whatsoever nature in your custody, care of charge and obtain clearance certificate from the relevant person/office/dept., on production of which alone your dues, if any, will be settled by the Company.

21. **Retirement**

Your age of retirement from the services will be on completion of sixty years. However, you may be retired at any age before sixty years during your services in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls.

22. **Other Terms & Conditions**

Your work in the Company will be subject to the rules and regulations of the Company, as promulgated and modified from time to time in relation to your conduct, discipline and other matters as notified to you.

You shall during the services with the Company, devote your whole time and attention to the Company's business entrusted to you and you shall not engage yourself directly or indirectly in any business or service other than the Company's business or service except with Company's prior approval obtained in writing.

Whenever there is a change in your personal information, you shall notify the Company in writing within three days.

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In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the appointment with the Company and as may be amended or altered from time to time at the discretion of the Company will also apply to you. This Employment Agreement will lapse and have no further value, force or effect if it is not accepted and a counter-signed copy of this letter not returned.

Please confirm that the above terms and conditions of this Employment Agreement are acceptable to you and that you accept the employment by signing the duplicate copy of this letter as a confirmation of your acceptance and return it to us immediately.

We again welcome you to ARRIS and look forward to your contributions in building successful Business.

Yours Sincerely,

For **Ruckus Wireless Pvt. Ltd.**

RITU CHAUBEY

Digitally signed by RITU CHAUBEY
Date: 2019.06.18 11:15:13 +05'30'

Ritu Chaubey
Director-Human Resources

I have gone through the aforesaid terms and conditions /terms of appointment and have fully understood the same. I hereby accept the appointment on the terms and conditions stated hereinabove.

Date:

Signature (FULL NAME)

This letter is digitally signed.

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an ARRIS company

ANNEXURE – A

Other benefits:

1	Annual Leave	As of the Commencement Date your annual leave balance will be zero. 30 working days for each calendar year on a pro-rata basis. Maximum year end accumulation up to 30 days. Encashment of annual leave balance, up to a maximum of 30 days, only upon separation.
2	Sick Leave / Casual Leave	12 days per annum.
3	Company paid Holidays	A list of holidays will be announced every year by the Company.
4	Hospitalization Scheme	As Per the existing Medical Insurance Scheme
5	Group Life Insurance	As applicable.
6	Gratuity	As applicable and as per Payment of Gratuity Act.
7	Bonus / Incentive Plan	You will be covered under Company's Bonus / Incentive plan as applicable to your position.

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Strictly Private and Confidential

Mohammed Muqeem
4JC15CS060
CSE

28-Feb-2019

Mohammed Muqeem
#15/7 STRT 16TH CROSS ALSTOM COLONY SHAHABAD GULBARGA
8904591644

Dear Mohammed,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

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

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Reference Id: 9cd2bff3-f920-4b3f-a24e-a53cb941 0_1
Signed By: Mohan Sekhar

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the Offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This Offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

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To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

Mohan Sekhar

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

ACKNOWLEDGED AND AGREED:

[*Insert full legal name*]

Candidate's Signature _____

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

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ANNEXURE - I

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Joining Bonus	
Joining Bonus (Refer to section C)	25,000

(D) Additional Benefits	
Gratuity as per law#	5,290
Insurance Premium (notional value)	3,776

Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000

(A) Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- **Joining Bonus**- of **INR 25,000** payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

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- **Additional Bonus**- of **INR 25,000** payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the Authorities.

*As defined by applicable law from time to time.

- If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your career level as per company payroll cycle.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
    a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
    b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
        - 10% of such claims for self, spouse and 2 dependent children
        - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

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

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

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ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

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AKRIDATA

November 15, 2018

To
Mr. Monish S R,
#172, Prajwal Nilaya,
11th Cross, Gangothri Layout,
Mysuru, Karnataka-570009

Internship Offer letter

Dear Monish,

On behalf of "AkriData India Private Limited" (the "Company"), We are pleased to offer you "**Internship in Software Development**" at our Bangalore Office. The internship will start from 2nd Jan 2019 till 15th April 2019.

During the internship, you will be given a stipend of **Rupees 30,000** (Thirty Thousand Rupees Only) per month. Please note that any payments made by the Company will be paid in accordance with the Company's payroll procedures in India and will be subject to deductions and withholding required by the Indian tax laws and other such regulations.

Your work schedule will be approximately 40 (forty) hours per week. You will be expected to put additional days and hours, as might be required to perform your duties competently and to meet the Company's and individual requirements. As an intern of the Company, you will be expected to abide by the Company's rules and standards which will be communicated to you at the time of joining and subsequently, as and when modified. You will also be governed by the statutory laws enacted by the Central or State Government or local authorities as may be applicable to you from time to time.

As a condition of your internship, you are also required to sign and comply with Confidential Information and Invention Assignment Agreement with the Company and its parent company AkriData Inc. in USA. The Confidential Information and Invention Assignment Agreement requires, among other provisions, the assignment of IP rights in any invention made during your internship at the Company, and the provision for non-disclosure or misappropriation of the Company's proprietary information. The Company's Intellectual Property (IP) includes but is not restricted to proprietary IP as well as the IP that is developed by you during the course of internship.

We welcome you to Akridata and look forward to a mutually rewarding association.

For Akridata India Private Limited

Ajith Kumar Battaje
Director - Software

Acceptance of Offer

I have read and accept this offer for internship.

Monish S R
Date: 2-JAN-2019

02-JAN-2019.
Start Date

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Monish S R
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Akridata™

April 1, 2019

To
Mr. Monish S R,
#172, Prajwal Nilaya,
11th Cross, Gangothri Layout,
Mysuru, Karnataka-570009

Dear Monish S R,

We are pleased to offer you a position of **MTS (Member of Technical Staff)** with Akridata India Private Limited, hereinafter referred as "Akridata" or "Company". This offer of employment is for a regular, full-time position based in Bangalore. Please note that the terms of employment detailed in this document and annexure are confidential. These contents should not be disclosed to third parties without prior approval from the Company.

1. Compensation

a. Salary / Benefits: Your annual fixed salary will be **INR 1,000,000 (Rupees Ten Lakhs Only)**. Break-up of salary is attached in Annexure - A. During the term of your employment, you will be eligible to participate in all of the Company's employee benefits.

2. Terms and Conditions of Employment
Your employment with us will be governed by the specific terms and conditions referred to in Annexure - B.

3. Commencement of Employment
You are required to accept this offer letter on or before **15th April 2019.** This offer is not valid beyond the said date unless the date is extended by the Company and communicated to you in writing. Further the offer is valid only on your successful completion of bachelor's course. You are required to commence employment on or before **15th June 2019**

4. Probation
You will be on probation for a period of 3 months, during which your performance would be assessed by your supervisor. You would be deemed to have been confirmed in regular service at the end of your probation, unless and until your probation is extended by the Company at its discretion in writing.

5. Stock Options
We will recommend to the Board of Directors of Akridata ("The Board") that you be granted an option to Purchase **10,000** shares of Akridata restricted Common Stock ("the Options"). The exercise price per share of the Option will be as determined by the Board when the Option is granted. The Option will be subject to the terms and conditions applicable to options granted the Stock Option Plan and the applicable stock option agreement.

The options shall vest with respect to **25%** of the shares subject to the option on the one-year anniversary of your employment start date and with respect to the balance in thirty-six (36) equal instalments upon your completion of each additional month of service thereafter. Vesting will depend on your continued employment with the Company. This option will be treated as an incentive stock option ("ISO") to the

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maximum extent allowed by the tax code and will be subject to the terms of the Company's Stock Plan and the Stock Option Agreement between you and the Company.

6. Document Submission Requirements

You are requested to report on your date of commencement of employment (as mentioned in clause 3 above) to complete the joining formalities. At the time of joining, you are requested to submit the documents as per Annexure - C.

7. Employment Invention Assignment Agreement

You will be required to execute and be bound by an Employment Invention Assignment Agreement given to you as in Annexure - D. The Employment Invention Assignment Agreement shall coexist with this Employment Agreement.

8. Work Permit and Background Check

Notwithstanding anything stated herein, the parties hereto agree and acknowledge that offer of employment made under this agreement is subject to the following conditions:

a. You are able to provide evidence of your right to work and remain in India in accordance with applicable law or you will be issued the relevant work visa or work permits;

b. Completion by the Company of your background checks including credit, education, and employment reference and the verification of your personal information, each to the satisfaction of the Company.

You consent to the above mentioned background screening, either by the Company or through a third party provider, and give consent to the Company or such third party provider to contact any person in the course of completion of such background checks and verifications.

9. Entire Agreement

This letter agreement (together with the agreements and annexures referred to herein) supersedes any prior agreements, representations or promises of any kind, whether written, oral, express or implied between you and the Company with respect to the subject matters herein. This letter (together with the agreements and annexures referred to herein) may not be modified or amended except by a written agreement, signed by the Company and by you. To indicate your agreement with all terms and your acceptance of this offer, please sign the duplicate copy of the offer on all sheets at the bottom on the right corner and return the same to Akridata. Also, please provide the date you will commence employment with Akridata. Once you accept this offer and join the Company, this letter will serve as your formal Appointment Order.

We welcome you to Akridata and look forward to a mutually rewarding association.

For Akridata India Private Limited

Ajith Kumar Battaje
Director - Software

Acceptance of Offer

I have read and accept this offer of employment.

_____ _____

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Akridata™

Monish S R
Date:

Start Date

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ANNEXURE – A

Salary Structure

Amount in INR

Pay Component*	% of CTC	Monthly CTC	Yearly CTC
Basic Salary	50%	41,667	5,00,000
House Rent Allowance	20%	16,667	2,00,000
Allowance in lieu of PF Employers Contribution	**	1,800	21,600
Flexible allowances	24%	23,200	2,78,400
Total Fixed Salary		**83,334**	**10,00,000**

*** Rupees Ten Lakhs Only**
**** 6% of CTC or Rs.21,600/- whichever is less**

For Akridata India Private Limited

Ajith Kumar Battaje
Director - Software

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Pay components

1. Basic Salary ("Basic") is typically fixed at 50% of the total fixed salary. Basic is fully taxable and is relevant to fix other salary components. Basic is disbursed on a monthly basis.

2. House Rent Allowance ("HRA") is fixed at 40% of Basic and this component is used to meet the cost of a rented house taken by an employee for his stay. The employee is eligible to avail income tax exemption in respect of rent paid by him for the rented accommodation. The income tax exemption is restricted to a sum which represents the rent paid in excess of 10% of Basic or 40% of basic whichever is less.

3. Provident Fund contribution is a 'defined contribution plan'. The contribution by the employer to the fund is 12% of the Basic or Rs.21,600 per annum, whichever is less. A matching contribution of 12% of Basic or Rs.21,600 per annum, whichever is less, would have to be made by the employee as well. A contribution is remitted to the Government recognized Provident Fund. The interest on accumulated balances is also tax exempt in the hands of employee. Due to inherent tax advantage for employees and also as a measure of forced saving, this component is always preferred by employees and employers. The Company will pay the employee an allowance equal to 12% of basic salary or Rs.21,600/- per annum, whichever is less, towards employer contribution to provident fund till such time the Company is not registered with PF authorities. Once the Company is registered with the PF authorities, this amount will be remitted to the PF authorities.

4. The balance of CTC after allocating any tax exempt allowances is disbursed as "Special allowances" on a monthly basis. This is fully taxable in the hands of the employee. In due course, where an allowance is determined to be eligible for income tax deduction, the same will be allocated separately from the Special allowances so as to provide tax benefits to the employee

Flexible Allowances: You are eligible to claim tax deduction in respect of expenditure incurred under the following heads

- **Leave Travel Assistance ("LTA")** – Tax deduction towards expenditure on LTA is subject to you complying with the conditions laid under the Indian Income Tax Act. Further, you are required to furnish documentation in support of your claim for tax deduction under this head. The maximum amount of tax deduction that can be availed under this head is restricted to 15% of annual basic salary

- **Telephone/Mobile Expenses** – Expenditure incurred on landline phone connection at residence and personal mobile phone expenses upto INR 30,000 per annum is eligible for income tax deduction

- **Professional development expenses** – Expenditure incurred by you towards training, conferences and other certification courses related to your current or future role up to a sum of INR 30,000/- per annum is eligible for tax deduction

- **Meal Coupons**– Expenditure incurred meal vouchers provided is exempt from income tax to the extent of Rs. 26,400 per annum. Employee can opt for the meal coupons and the same would be deducted from the monthly pay.

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Date: 2022.05.25 ... Location: Bangalore, Karnataka, India
DN:cn=CHESOKKALINGAM ARUMUGAM DHANARAJ, ... OU=REGISTRAR, OF JSS SCIENCE AND TECHNOLOGY UNIVERSITY, C=IN

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ANNEXURE - B

TERMS AND CONDITIONS OF EMPLOYMENT

1. Term of Employment

Subject to Clauses 3 and 4 below, the term of your employment with Akridata is intended to be for indefinite period subject to termination pursuant to the terms of this Agreement and the requirements of applicable Indian laws.

2. Outside activities

This position is for a full-time employment with Akridata and you shall exclusively devote yourself to the business of the company. You shall not take on any other work for remuneration (part-time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as shareholders or debenture holders) in any other trade or business, during your term of employment with Akridata without written permission from Akridata.

3. Termination

a) During the period of probation (as is specified) this agreement may be terminated with immediate effect either by you or the Company without any cause.

b) Upon confirmation of your employment pursuant to probation, during the term of your employment, should you desire to leave the services of Akridata, you shall be required to give 30 days' notice or salary in lieu thereof. The company may, at its discretion, relieve you before the expiry of notice period without compensating for the remaining notice period.

c) Upon confirmation of your employment pursuant to probation, Akridata shall be entitled to terminate your employment without cause at any time by giving you 30 days' notice or salary in lieu thereof.

d) Notwithstanding anything mentioned in this Agreement, Akridata may terminate your employment, with immediate effect by a notice in writing (without salary in lieu of notice), in the event of your misconduct, including but not limited to, fraudulent, dishonest or undisciplined conduct of, or breach of integrity, or embezzlement, or misappropriation or misuse by you of Akridata's property, or insubordination or failure to comply with the directions given to you by persons so authorized, or your insolvency or conviction for any offence involving moral turpitude, or breach by you of any terms of this Agreement or Akridata Policy or other documents or directions of Akridata, or irregularity in attendance, or your unauthorized absence from the place of work for more than five (5) working days, or redundancy of your post in Akridata, or upon you conducting yourself in a manner which is regarded by Akridata as prejudicial to its own interests or to the interests of its clients and/or customers.

e) Notwithstanding anything aforesaid, termination by you shall be subject to the satisfactory completion of all your existing duties, obligations and projects etc.

f) During the notice period, Company will continue to pay its share of insurance premiums, if applicable.

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g) On acceptance of the resignation notice, you will be required to immediately give up to the company all correspondences, specifications, formulae, books, documents, market data, literature, drawings, effects or records, et al belonging to the company or relating to its business and shall not make or retain any copies of these items.

4. Holidays / Leave

General Holidays will be declared at the beginning of the Calendar year and all full-time employees are entitled to this benefit. You may be called upon to attend duties as and when required on holidays, as may be scheduled in accordance with the needs of the Company. You will be entitled to vacation and sick leave as per the company's Paid Time Off policy.

5. Disclosure of Information

During the term of your employment with Akridata, you are required to disclose all material and relevant information, which may either affect your employment with Akridata currently or in the future or may be in conflict with the terms of your employment with Akridata, either directly or indirectly. If at any time during your employment, Akridata becomes aware that you have suppressed any material or relevant information required to be disclosed by you, Akridata reserves the right to forthwith terminate your employment without any notice and without any obligation or liability to pay any remuneration or other dues to you irrespective of the period that you may have been employed by Akridata.

Any change in your personal information including residential address, marital status and educational qualification should be notified to Akridata in writing within three (3) days from the start of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address as recorded in Akridata's records.

6. Adherence to Company Policy

You agree to conform to and comply with Akridata's Policies and such directions and orders as may from time to time be given by Akridata.

7. Travel

You will be posted in Bangalore. But, you may be required to make visits and travel both within India and overseas, as necessary for the proper discharge of your duties.

8. Non-Solicitation

You agree that during and upon termination of your employment and for one year thereafter, you shall not in any manner either directly or indirectly solicit or entice the other employees or customers of Akridata to join or enter into transactions, as the case may be with either you directly or indirectly or with other entities which are in direct or indirect competition with Akridata.

9. Tax Liability

The Company shall in no way be liable for any taxes that may arise as a result of your compensation. Furthermore, the Company reserves the right to deduct tax at the source from any component of your compensation and take any such additional measures as are required to comply with the relevant federal and local tax law.

10. Employment Invention Assignment Agreement

You acknowledge and agree that any work that you may be conducting either on the premises of Akridata or otherwise with regard to patents, improvements, discoveries or any other form of intellectual property, whether protected under law or not, is being done on behalf of Akridata. In this regard, you agree to

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execute an Employee Invention Assignment Agreement annexed to this Employment Agreement.

11. Arbitration

You agree that the interpretation and enforcement of this Agreement shall be governed by the laws of India and all disputes under this Agreement shall be governed by the provisions of the Indian Arbitration and Conciliation Act, 1996. The venue for arbitration will be Bangalore.

This is to certify that I have read this Agreement and all Annexure and understood all the terms and conditions mentioned therein and I hereby accept and agree to abide by them.

_____

Signature of Employee ***Date:***

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ANNEXURE - C

At the time of joining, you are requested to submit the copies of the following documents:

1. Certificates supporting your educational qualifications along with mark sheets (10+12+ Graduation + Post Graduation + Course Certifications)
2. Your latest salary slip from last employer and salary certificate
3. Your relieving letter from your last employer
4. Experience Certificates from all previous employers
5. Updated resume
6. Two Passport Size color photograph.
7. UAN Number as allotted by previous employer.
8. Valid Passport and Work Permit in case of foreign citizens
9. Proof of Age
10. Proof of Address
11. Copy of PAN Card
12. Copy of Aadhar Card
13. Copy of the UAN card

Please carry all the originals for validation.

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ANNEXURE - D

EMPLOYEE INVENTION ASSIGNMENT, NONCOMPETITION AND CONFIDENTIALITY AGREEMENT

In consideration of, and as a condition of my employment with Akridata, I, Monish S R, hereby represent to, and agree with the Company as follows:

1. **Purpose of Agreement**. I understand that the Company is engaged in a continuous program of development, production and marketing in connection with its business and that it is critical for the Company to preserve and protect its Proprietary Information (as defined below), its rights in Inventions (as defined below) and Intellectual Property (as defined below). Accordingly, I am entering into this Agreement as a condition of my employment with the Company, whether or not I am expected to create Inventions and Intellectual Property of value for the Company.

2. **Proprietary Information**. I understand that my employment by the Company creates a relationship of confidence and trust with respect to any information of a confidential or secret nature that will be disclosed to me by the Company that relates to the business of the Company or to the business of any parent, subsidiary, affiliate, customer or supplier of the Company or any other party with whom the Company agrees to hold information of such party in confidence (***"Proprietary Information"***). Such Proprietary Information includes but is not limited to Inventions, Intellectual Property, marketing plans, product plans, business strategies, financial information, forecasts, personnel information, customer lists and other information and materials concerning the Company's business, operations or plans.

3. **Confidentiality Obligations**. I understand and acknowledge that I will acquire Confidential Information in the course of or incidental to my employment with the Company, and that the ability of the Company to continue in business could be seriously jeopardized if such Confidential Information were to be used by me or by other persons or firms to compete with the Company. Accordingly, I agree that I shall not, directly or indirectly, at any time, during the term of my employment with the Company or at any time thereafter, and without regard to when or for what reason, if any, such employment shall terminate, use or cause to be used any Confidential Information in connection with any activity or business except the business of the Company, and shall not disclose or cause to be disclosed any Confidential Information to any individual, partnership, corporation, or other entity unless such disclosure has been specifically authorized in writing by the Company, or except as may be required by any applicable law or by order of a court of competent jurisdiction, or any regulatory or governmental body. Further, I agree that I will give the Company prompt notice of any such order / direction of a court / regulatory or governmental body so that the Company may seek relief by way of a protective order or other appropriate remedy, and further will provide any assistance which the Company may reasonably require in order to secure such order or such remedy (with the Employee's expenses reasonably incurred in providing such assistance to be reimbursed by the Company).

In the event such protective order or other remedy is not obtained, I shall furnish only that portion of the Confidential Information which is legally required by the Governmental entity or regulatory authority; and will use reasonable efforts to obtain confidential treatment for any Confidential Information so disclosed.

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I understand that the Company at times receives information from third parties that the Company must maintain in confidence and use only for limited purposes ("Third Party Information"). I agree that I shall not, directly or indirectly, at any time, during the term of my employment with the Company or at any time

thereafter, and without regard to when or for what reason, if any, such employment shall terminate, use or disclose Third Party Information except as permitted by the written agreement between the Company and such third party, unless such use or disclosure has been specifically authorized in writing by the Company, or except as may be required by any applicable law or by order of a court of competent jurisdiction, or any regulatory or governmental body. Further, I agree that I will give the Company prompt notice of any such order / direction of a court / regulatory or governmental body so that the Company may seek relief by way of a protective order or other appropriate remedy. In the event such protective order or other remedy is not obtained, the Employee shall furnish only that portion of the Third Party Information which is legally required.

4. **Disclosure of Inventions and Intellectual Property**. I will promptly disclose in confidence to the Company all inventions, improvements, designs, original works of authorship, formulas, processes, compositions of matter, computer software programs, databases, mask works and trade secrets (***"Inventions"***) and **Intellectual Property** that I make or conceive or first reduce to practice or create, either alone or jointly with others, during the period of my employment, whether or not in the course of my employment, and whether or not such Inventions are patentable, copyrightable or protectable as trade secrets. **Intellectual Property** includes ideas, concepts, creations, discoveries, inventions, improvements, know how, trade secrets; trademarks, service marks, designs, utility models, tools, devices, models, methods, procedures, processes, systems, principles, algorithms, works of authorship, flowcharts, drawings, books, papers, models, sketches, formulas, teaching techniques, electronic codes, proprietary techniques, India projects, and other confidential and proprietary information, computer programming code, databases, software programs including their Source Code; data, documents, instruction manuals, records, memoranda, notes, user guides; in either printed or machine-readable form, the whether or not copyrightable or patentable, or any written or verbal instructions or comments.

5. **Work for Hire; Assignment of Inventions and Intellectual Property**.

(a) *Owned by Company.* I acknowledge and agree that any copyrightable works prepared by me within the scope of my employment are "works for hire" under the Copyright Act in India and under international copyright laws and that the Company will be considered the owner of such copyrightable works. I agree that all Inventions and Intellectual property and other rights related thereto that (a) are developed using equipment, supplies, facilities or trade secrets of the Company, (b) result from work performed by me for the Company, or (c) relate to the Company's business or current or anticipated India and development, will be the sole and exclusive property of the Company and are hereby irrevocably assigned by me to the Company.

(b) *Owned by Employee.* I have attached as Attachment 1 a complete list of all Inventions and Intellectual Property to which I claim ownership and that I desire to remove from the operation of this Agreement, and I acknowledge and agree that such list is complete. If no such list is attached to this Agreement, I represent that I have no such Inventions and Intellectual Property at the time of signing this Agreement.

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Reason: Position: Position Code: 5...
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6. **Assignment of Other Rights.** In addition to the foregoing assignment of Inventions and Intellectual Property to the Company, I hereby irrevocably transfer and assign to the Company all Intellectual property Rights. Intellectual Property Rights include (i) all rights, title, and interest under any statute or under common law including patent rights; copyrights including moral rights; and any similar rights in respect of Intellectual Property, anywhere in the world, whether negotiable or not; (ii) any licenses, permissions and grants in connection therewith; (iii) applications for any of the foregoing and the right to apply for them in any part of the world; (iv) right to obtain and hold appropriate registrations in Intellectual Property and, (v) all extensions and renewals thereof (vi) Causes of action in the past, present or future, related thereto including the rights to damages and profits, due or accrued, arising out of past, present or future infringements or violations thereof and the right to sue for and recover the same.

7. **Assistance**. I agree to assist the Company in every proper way to obtain for the Company and enforce patents, copyrights, mask work rights, trade secret rights and other legal protections for the Company's Inventions and Intellectual Property in any and all countries. I will execute any documents that the Company may reasonably request for use in obtaining or enforcing such patents, copyrights, mask work rights, trade secrets and other legal protections. My obligations under this paragraph will continue beyond the termination of my employment with the Company, provided that the Company will compensate me at a reasonable rate after such termination for time or expenses actually spent by me at the Company's request on such assistance, appoint the appropriate authorized representatives of the Company as my attorney-in-fact to execute documents on my behalf for this purpose.

8. **No Breach of Prior Agreement**. I represent that my performance of all the terms of this Agreement and as an employee of the Company does not and will not breach any agreement to keep in confidence proprietary information, knowledge or data acquired by me in confidence or in trust prior to my employment by the Company, and I will not disclose to the Company, or induce the Company to use, any confidential or proprietary information or material belonging to any previous employers or others. I represent and warrant that I have returned all property and confidential information belonging to all prior employers. I have not entered into, and I agree I will not enter into, any agreement either written or oral in conflict herewith or in conflict with my employment with the Company (including but not limited to a non-competition agreement with any third party relating to the current, proposed or future business of the Company). I further agree to conform to the rules and regulations of the Company.

9. **Notification**. I hereby authorize the Company to notify my actual or future employers of the terms of this Agreement and my responsibilities hereunder.

10. **Publication of Material Concerning Company Business**. Prior to my submitting or disclosing for possible publication or dissemination outside the Company any material prepared by me that incorporates information that concerns the Company's business or future business, I agree to deliver a copy of such material to an officer of the Company for his or her review. Within twenty (20) days of such submission, the Company agrees to notify me whether the Company believes such material contains any Proprietary Information, and I agree to make such deletions and revisions as are reasonably requested by the Company to protect its Proprietary Information. I further agree to obtain the consent of the Company prior to any review of such material by persons outside the Company.

11. **Name & Likeness Rights, Etc.** I hereby authorize the Company to use, reuse, and to grant others the right to use and reuse, my name, photograph, likeness (including caricature), voice, and biographical information, and any reproduction or simulation thereof, in any media now known or hereafter developed (including but not limited to film, video and digital or other electronic media), both during and after my employment, for whatever purposes the Company deems necessary.

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12. **Maintenance of Records.** I hereby acknowledge and agree that my contribution to the business of the Company as well as any portion thereof shall be the sole property of the Company from date of creation thereof. During the term of my employment and for six (6) months after termination of my employment with the Company, I agree to maintain adequate and current written records on the development of all Intellectual Property and to disclose promptly upon its creation to the Company all Intellectual Property and relevant records, which records will remain the sole responsibility of the company further agree that all information and records pertaining to any idea, process, trademark, service mark, invention, technology, computer program, original work of authorship, design, formula, discovery, patent or copyright that I do not believe to be an Intellectual Property, but is conceived, developed, reduced to practice by me (alone or with others) during the period of employment, shall be promptly disclosed to the Company (such disclosure to be received and kept in confidence).

13. **Third Party Rights** I hereby represent and warrant that I will not use or integrate any third party materials or data that are not validly licensed to the Company unless previously authorized by my reporting officer in the Company. I represent and warrant that I have not violated the Intellectual Property Rights of any third party, and covenant that I shall not violate the Intellectual Property Rights of any third party in the course of my employment with Company. Provided that in the event the Company is held liable for my violation of any Intellectual Property Rights, I undertake to indemnify the Company or affiliate as the case may be against any and all losses, liabilities, claims, actions, costs and expenses, including reasonable attorney's fees and court fees resulting there from.

14. **Injunctive Relief**. I understand that in the event of a breach or threatened breach of this Agreement by me the Company may suffer irreparable harm and will therefore be entitled to injunctive relief to enforce this Agreement.

15. **Governing Law; Severability**. I understand that although I may work for the Company outside of Bangalore or India, I understand and agree that this Agreement will be governed, interpreted and enforced in accordance with the laws of India, without regard to or application of choice of law rules or principles. In the event that any provision of this Agreement is found by a court, arbitrator or other tribunal to be illegal, invalid or unenforceable, then such provision shall not be voided, but shall be enforced to the maximum extent permissible under applicable law, and the remainder of this Agreement shall remain in full force and effect.

16. **Dispute Resolution**. Subject to the exceptions set forth below, I agree that any and all claims or disputes that I have with the Company, or any of its employees, which arise out of my employment or under the terms of my employment, shall be resolved through final and binding arbitration, as specified herein. This shall include, without limitation, disputes relating to this Agreement, my employment by the Company or the termination thereof, claims for breach of contract or breach of the covenant of good faith and fair dealing, and any claims of discrimination or other claims, state or local law or regulation now in existence or hereinafter enacted and as amended from time to time concerning in any way the subject of my employment with the Company or its termination. The only claims or disputes not covered by this paragraph are disputes related to (i) workers' compensation laws and (ii) issues affecting the validity, infringement or enforceability of any trade secret or patent rights held or sought by the Company or which the Company could otherwise seek; in both of the foregoing cases such claims or disputes shall not be subject to arbitration and will be resolved pursuant to applicable law. Binding arbitration will be conducted in Bangalore, India in accordance with the rules and regulations of the Indian Arbitration and Conciliation Act, 1996. If, at the time the dispute in question arose, I lived and worked outside Bangalore or India then I have the option of requesting that the arbitration take place in the jurisdiction in which the Company has an office that is nearest to my home. Each party will split the cost of the arbitration, filing and hearing fees, and the cost of the arbitrator. Each side also will bear its own

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Date: 2021.07.09 15:10:38 IST

attorneys' fees; that is, the arbitrator will not have authority to award attorneys' fees unless a statutory section at issue in the dispute authorizes the award of attorneys' fees to the prevailing party, in which case the arbitrator has authority to make such award as permitted by the statute in question. I understand and agree that the arbitration shall be instead of any trial in court and that the arbitrator's decision shall be final and binding to the fullest extent permitted by law and enforceable by any court having jurisdiction thereof.

17. **Terms of Employment**. I understand that this Agreement, in itself, does not constitute a contract of employment or obligate the Company to employ me for any stated period of time beyond the time as provided for in my Employment/Appointment Letter. I understand that my employment can be terminated at any time, for any reason or for no reason, by the Company and by me by providing a written notice of 30 days to the Company. Unless the Company and I have entered into another written document that expressly supersedes this Section 17, this is the complete agreement between the Company and me on this term of my employment. This Agreement shall be effective as of the first day of my employment by the Company.

This Agreement can only be modified by a written agreement executed by a duly authorized officer of the Company. Discharge of my undertakings in this Agreement shall be an obligation of my executors, administrators, or other legal representatives or assigns. If any provision contained in this Agreement is held to be invalid or unenforceable, the unenforceability or invalidity of such provision shall not be held to render any other provision of this agreement unenforceable or invalid.

I HAVE READ THIS AGREEMENT CAREFULLY AND I UNDERSTAND AND ACCEPT THE OBLIGATIONS WHICH IT IMPOSES UPON ME WITHOUT RESERVATION. NO PROMISES OR REPRESENTATIONS HAVE BEEN MADE TO ME TO INDUCE ME TO SIGN THIS AGREEMENT. I SIGN THIS AGREEMENT VOLUNTARILY AND FREELY.

Employee:

_____

Monish S R

Signature Not Verified

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ATTACHMENT 1

1. The following is a complete list of all Inventions or Intellectual Property or Improvements relevant to the subject matter of my employment by Akridata, that have been made or conceived or first reduced to practice by me or jointly with others prior to my employment by the Company that I desire to remove from the operation of the Company's Employee Invention Assignment and Confidentiality Agreement:

___ No inventions or intellectual property or improvements.

___ See Below:

2. I propose to bring to my employment the following materials and documents of a former employer without breaching any confidentiality obligations with the former employer:

___ No materials or documents

___ See below:

Employee:

_____

Monish S R

Date: _____

Place: _____

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Akridata™

April 1, 2019

To
Mr. Monish S R,
#172, Prajwal Nilaya,
11th Cross, Gangothri Layout,
Mysuru, Karnataka-570009

Dear Monish S R,

We are pleased to offer you a position of **MTS (Member of Technical Staff)** with Akridata India Private Limited, hereinafter referred as "Akridata" or "Company". This offer of employment is for a regular, full-time position based in Bangalore. Please note that the terms of employment detailed in this document and annexure are confidential. These contents should not be disclosed to third parties without prior approval from the Company.

1. Compensation

a. Salary / Benefits: Your annual fixed salary will be **INR 1,000,000 (Rupees Ten Lakhs Only)**. Break-up of salary is attached in Annexure - A. During the term of your employment, you will be eligible to participate in all of the Company's employee benefits.

2. Terms and Conditions of Employment
Your employment with us will be governed by the specific terms and conditions referred to in Annexure - B.

3. Commencement of Employment
You are required to accept this offer letter on or before **15th April 2019.** This offer is not valid beyond the said date unless the date is extended by the Company and communicated to you in writing. Further the offer is valid only on your successful completion of bachelor's course. You are required to commence employment on or before **15th June 2019**

4. Probation
You will be on probation for a period of 3 months, during which your performance would be assessed by your supervisor. You would be deemed to have been confirmed in regular service at the end of your probation, unless and until your probation is extended by the Company at its discretion in writing.

5. Stock Options
We will recommend to the Board of Directors of Akridata ("The Board") that you be granted an option to Purchase **10,000** shares of Akridata restricted Common Stock ("the Options"). The exercise price per share of the Option will be as determined by the Board when the Option is granted. The Option will be subject to the terms and conditions applicable to options granted the Stock Option Plan and the applicable stock option agreement.

The options shall vest with respect to **25%** of the shares subject to the option on the one-year anniversary of your employment start date and with respect to the balance in thirty-six (36) equal instalments upon your completion of each additional month of service thereafter. Vesting will depend on your continued employment with the Company. This option will be treated as an incentive stock option ("ISO") to the

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maximum extent allowed by the tax code and will be subject to the terms of the Company's Stock Plan and the Stock Option Agreement between you and the Company.

6. Document Submission Requirements

You are requested to report on your date of commencement of employment (as mentioned in clause 3 above) to complete the joining formalities. At the time of joining, you are requested to submit the documents as per Annexure - C.

7. Employment Invention Assignment Agreement

You will be required to execute and be bound by an Employment Invention Assignment Agreement given to you as in Annexure - D. The Employment Invention Assignment Agreement shall coexist with this Employment Agreement.

8. Work Permit and Background Check

Notwithstanding anything stated herein, the parties hereto agree and acknowledge that offer of employment made under this agreement is subject to the following conditions:

a. You are able to provide evidence of your right to work and remain in India in accordance with applicable law or you will be issued the relevant work visa or work permits;

b. Completion by the Company of your background checks including credit, education, and employment reference and the verification of your personal information, each to the satisfaction of the Company.

You consent to the above mentioned background screening, either by the Company or through a third party provider, and give consent to the Company or such third party provider to contact any person in the course of completion of such background checks and verifications.

9. Entire Agreement

This letter agreement (together with the agreements and annexures referred to herein) supersedes any prior agreements, representations or promises of any kind, whether written, oral, express or implied between you and the Company with respect to the subject matters herein. This letter (together with the agreements and annexures referred to herein) may not be modified or amended except by a written agreement, signed by the Company and by you. To indicate your agreement with all terms and your acceptance of this offer, please sign the duplicate copy of the offer on all sheets at the bottom on the right corner and return the same to Akridata. Also, please provide the date you will commence employment with Akridata. Once you accept this offer and join the Company, this letter will serve as your formal Appointment Order.

We welcome you to Akridata and look forward to a mutually rewarding association.

For Akridata India Private Limited

Ajith Kumar Battaje
Director - Software

Acceptance of Offer

I have read and accept this offer of employment.

_____ _____

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Monish S R
Date:

Start Date

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ANNEXURE – A

Salary Structure

Amount in INR

Pay Component*	% of CTC	Monthly CTC	Yearly CTC
Basic Salary	50%	41,667	5,00,000
House Rent Allowance	20%	16,667	2,00,000
Allowance in lieu of PF Employers Contribution	**	1,800	21,600
Flexible allowances	24%	23,200	2,78,400
Total Fixed Salary		**83,334**	**10,00,000**

*** Rupees Ten Lakhs Only**
**** 6% of CTC or Rs.21,600/- whichever is less**

For Akridata India Private Limited

Ajith Kumar Battaje
Director - Software

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Pay components

1. Basic Salary ("Basic") is typically fixed at 50% of the total fixed salary. Basic is fully taxable and is relevant to fix other salary components. Basic is disbursed on a monthly basis.

2. House Rent Allowance ("HRA") is fixed at 40% of Basic and this component is used to meet the cost of a rented house taken by an employee for his stay. The employee is eligible to avail income tax exemption in respect of rent paid by him for the rented accommodation. The income tax exemption is restricted to a sum which represents the rent paid in excess of 10% of Basic or 40% of basic whichever is less.

3. Provident Fund contribution is a 'defined contribution plan'. The contribution by the employer to the fund is 12% of the Basic or Rs.21,600 per annum, whichever is less. A matching contribution of 12% of Basic or Rs.21,600 per annum, whichever is less, would have to be made by the employee as well. A contribution is remitted to the Government recognized Provident Fund. The interest on accumulated balances is also tax exempt in the hands of employee. Due to inherent tax advantage for employees and also as a measure of forced saving, this component is always preferred by employees and employers. The Company will pay the employee an allowance equal to 12% of basic salary or Rs.21,600/- per annum, whichever is less, towards employer contribution to provident fund till such time the Company is not registered with PF authorities. Once the Company is registered with the PF authorities, this amount will be remitted to the PF authorities.

4. The balance of CTC after allocating any tax exempt allowances is disbursed as "Special allowances" on a monthly basis. This is fully taxable in the hands of the employee. In due course, where an allowance is determined to be eligible for income tax deduction, the same will be allocated separately from the Special allowances so as to provide tax benefits to the employee

Flexible Allowances: You are eligible to claim tax deduction in respect of expenditure incurred under the following heads

- **Leave Travel Assistance ("LTA")** – Tax deduction towards expenditure on LTA is subject to you complying with the conditions laid under the Indian Income Tax Act. Further, you are required to furnish documentation in support of your claim for tax deduction under this head. The maximum amount of tax deduction that can be availed under this head is restricted to 15% of annual basic salary

- **Telephone/Mobile Expenses** – Expenditure incurred on landline phone connection at residence and personal mobile phone expenses upto INR 30,000 per annum is eligible for income tax deduction

- **Professional development expenses** – Expenditure incurred by you towards training, conferences and other certification courses related to your current or future role up to a sum of INR 30,000/- per annum is eligible for tax deduction

- **Meal Coupons**– Expenditure incurred meal vouchers provided is exempt from income tax to the extent of Rs. 26,400 per annum. Employee can opt for the meal coupons and the same would be deducted from the monthly pay.

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ANNEXURE - B

TERMS AND CONDITIONS OF EMPLOYMENT

1. Term of Employment

Subject to Clauses 3 and 4 below, the term of your employment with Akridata is intended to be for indefinite period subject to termination pursuant to the terms of this Agreement and the requirements of applicable Indian laws.

2. Outside activities

This position is for a full-time employment with Akridata and you shall exclusively devote yourself to the business of the company. You shall not take on any other work for remuneration (part-time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as shareholders or debenture holders) in any other trade or business, during your term of employment with Akridata without written permission from Akridata.

3. Termination

a) During the period of probation (as is specified) this agreement may be terminated with immediate effect either by you or the Company without any cause.

b) Upon confirmation of your employment pursuant to probation, during the term of your employment, should you desire to leave the services of Akridata, you shall be required to give 30 days' notice or salary in lieu thereof. The company may, at its discretion, relieve you before the expiry of notice period without compensating for the remaining notice period.

c) Upon confirmation of your employment pursuant to probation, Akridata shall be entitled to terminate your employment without cause at any time by giving you 30 days' notice or salary in lieu thereof.

d) Notwithstanding anything mentioned in this Agreement, Akridata may terminate your employment, with immediate effect by a notice in writing (without salary in lieu of notice), in the event of your misconduct, including but not limited to, fraudulent, dishonest or undisciplined conduct of, or breach of integrity, or embezzlement, or misappropriation or misuse by you of Akridata's property, or insubordination or failure to comply with the directions given to you by persons so authorized, or your insolvency or conviction for any offence involving moral turpitude, or breach by you of any terms of this Agreement or Akridata Policy or other documents or directions of Akridata, or irregularity in attendance, or your unauthorized absence from the place of work for more than five (5) working days, or redundancy of your post in Akridata, or upon you conducting yourself in a manner which is regarded by Akridata as prejudicial to its own interests or to the interests of its clients and/or customers.

e) Notwithstanding anything aforesaid, termination by you shall be subject to the satisfactory completion of all your existing duties, obligations and projects etc.

f) During the notice period, Company will continue to pay its share of insurance premiums, if applicable.

g) On acceptance of the resignation notice, you will be required to immediately give up to the company all correspondences, specifications, formulae, books, documents, market data, literature,

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drawings, effects or records, et al belonging to the company or relating to its business and shall not make or retain any copies of these items.

4. Holidays / Leave

General Holidays will be declared at the beginning of the Calendar year and all full-time employees are entitled to this benefit. You may be called upon to attend duties as and when required on holidays, as may be scheduled in accordance with the needs of the Company. You will be entitled to vacation and sick leave as per the company's Paid Time Off policy.

5. Disclosure of Information

During the term of your employment with Akridata, you are required to disclose all material and relevant information, which may either affect your employment with Akridata currently or in the future or may be in conflict with the terms of your employment with Akridata, either directly or indirectly. If at any time during your employment, Akridata becomes aware that you have suppressed any material or relevant information required to be disclosed by you, Akridata reserves the right to forthwith terminate your employment without any notice and without any obligation or liability to pay any remuneration or other dues to you irrespective of the period that you may have been employed by Akridata.

Any change in your personal information including residential address, marital status and educational qualification should be notified to Akridata in writing within three (3) days from the start of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address as recorded in Akridata's records.

6. Adherence to Company Policy

You agree to conform to and comply with Akridata's Policies and such directions and orders as may from time to time be given by Akridata.

7. Travel

You will be posted in Bangalore. But, you may be required to make visits and travel both within India and overseas, as necessary for the proper discharge of your duties.

8. Non-Solicitation

You agree that during and upon termination of your employment and for one year thereafter, you shall not in any manner either directly or indirectly solicit or entice the other employees or customers of Akridata to join or enter into transactions, as the case may be with either you directly or indirectly or with other entities which are in direct or indirect competition with Akridata.

9. Tax Liability

The Company shall in no way be liable for any taxes that may arise as a result of your compensation. Furthermore, the Company reserves the right to deduct tax at the source from any component of your compensation and take any such additional measures as are required to comply with the relevant federal and local tax law.

10. Employment Invention Assignment Agreement

You acknowledge and agree that any work that you may be conducting either on the premises of Akridata or otherwise with regard to patents, improvements, discoveries or any other form of intellectual property, whether protected under law or not, is being done on behalf of Akridata. In this regard, you agree to execute an Employee Invention Assignment Agreement annexed to this Employment Agreement.

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11. Arbitration

You agree that the interpretation and enforcement of this Agreement shall be governed by the laws of India and all disputes under this Agreement shall be governed by the provisions of the Indian Arbitration and Conciliation Act, 1996. The venue for arbitration will be Bangalore.

This is to certify that I have read this Agreement and all Annexure and understood all the terms and conditions mentioned therein and I hereby accept and agree to abide by them.

_____

Signature of Employee ***Date:***

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ANNEXURE - C

At the time of joining, you are requested to submit the copies of the following documents:

1. Certificates supporting your educational qualifications along with mark sheets (10+12+ Graduation + Post Graduation + Course Certifications)
2. Your latest salary slip from last employer and salary certificate
3. Your relieving letter from your last employer
4. Experience Certificates from all previous employers
5. Updated resume
6. Two Passport Size color photograph.
7. UAN Number as allotted by previous employer.
8. Valid Passport and Work Permit in case of foreign citizens
9. Proof of Age
10. Proof of Address
11. Copy of PAN Card
12. Copy of Aadhar Card
13. Copy of the UAN card

Please carry all the originals for validation.

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ANNEXURE - D

EMPLOYEE INVENTION ASSIGNMENT, NONCOMPETITION AND CONFIDENTIALITY AGREEMENT

In consideration of, and as a condition of my employment with Akridata, I, Monish S R, hereby represent to, and agree with the Company as follows:

1. **Purpose of Agreement**. I understand that the Company is engaged in a continuous program of development, production and marketing in connection with its business and that it is critical for the Company to preserve and protect its Proprietary Information (as defined below), its rights in Inventions (as defined below) and Intellectual Property (as defined below). Accordingly, I am entering into this Agreement as a condition of my employment with the Company, whether or not I am expected to create Inventions and Intellectual Property of value for the Company.

2. **Proprietary Information**. I understand that my employment by the Company creates a relationship of confidence and trust with respect to any information of a confidential or secret nature that will be disclosed to me by the Company that relates to the business of the Company or to the business of any parent, subsidiary, affiliate, customer or supplier of the Company or any other party with whom the Company agrees to hold information of such party in confidence (***"Proprietary Information"***). Such Proprietary Information includes but is not limited to Inventions, Intellectual Property, marketing plans, product plans, business strategies, financial information, forecasts, personnel information, customer lists and other information and materials concerning the Company's business, operations or plans.

3. **Confidentiality Obligations**. I understand and acknowledge that I will acquire Confidential Information in the course of or incidental to my employment with the Company, and that the ability of the Company to continue in business could be seriously jeopardized if such Confidential Information were to be used by me or by other persons or firms to compete with the Company. Accordingly, I agree that I shall not, directly or indirectly, at any time, during the term of my employment with the Company or at any time thereafter, and without regard to when or for what reason, if any, such employment shall terminate, use or cause to be used any Confidential Information in connection with any activity or business except the business of the Company, and shall not disclose or cause to be disclosed any Confidential Information to any individual, partnership, corporation, or other entity unless such disclosure has been specifically authorized in writing by the Company, or except as may be required by any applicable law or by order of a court of competent jurisdiction, or any regulatory or governmental body.
Further, I agree that I will give the Company prompt notice of any such order / direction of a court / regulatory or governmental body so that the Company may seek relief by way of a protective order or other appropriate remedy, and further will provide any assistance which the Company may reasonably require in order to secure such order or such remedy (with the Employee's expenses reasonably incurred in providing such assistance to be reimbursed by the Company).

In the event such protective order or other remedy is not obtained, I shall furnish only that portion of the Confidential Information which is legally required by the Governmental entity or regulatory authority; and will use reasonable efforts to obtain confidential treatment for any Confidential Information so disclosed.

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I understand that the Company at times receives information from third parties that the Company must maintain in confidence and use only for limited purposes ("Third Party Information"). I agree that I shall not, directly or indirectly, at any time, during the term of my employment with the Company or at any time

thereafter, and without regard to when or for what reason, if any, such employment shall terminate, use or disclose Third Party Information except as permitted by the written agreement between the Company and such third party, unless such use or disclosure has been specifically authorized in writing by the Company, or except as may be required by any applicable law or by order of a court of competent jurisdiction, or any regulatory or governmental body. Further, I agree that I will give the Company prompt notice of any such order / direction of a court / regulatory or governmental body so that the Company may seek relief by way of a protective order or other appropriate remedy. In the event such protective order or other remedy is not obtained, the Employee shall furnish only that portion of the Third Party Information which is legally required.

4. **Disclosure of Inventions and Intellectual Property**. I will promptly disclose in confidence to the Company all inventions, improvements, designs, original works of authorship, formulas, processes, compositions of matter, computer software programs, databases, mask works and trade secrets (***"Inventions"***) and **Intellectual Property** that I make or conceive or first reduce to practice or create, either alone or jointly with others, during the period of my employment, whether or not in the course of my employment, and whether or not such Inventions are patentable, copyrightable or protectable as trade secrets. **Intellectual Property** includes ideas, concepts, creations, discoveries, inventions, improvements, know how, trade secrets; trademarks, service marks, designs, utility models, tools, devices, models, methods, procedures, processes, systems, principles, algorithms, works of authorship, flowcharts, drawings, books, papers, models, sketches, formulas, teaching techniques, electronic codes, proprietary techniques, India projects, and other confidential and proprietary information, computer programming code, databases, software programs including their Source Code; data, documents, instruction manuals, records, memoranda, notes, user guides; in either
printed or machine-readable form, the whether or not copyrightable or patentable, or any written or verbal instructions or comments.

5. **Work for Hire; Assignment of Inventions and Intellectual Property**.

(a) *Owned by Company.* I acknowledge and agree that any copyrightable works prepared by me within the scope of my employment are "works for hire" under the Copyright Act in India and under international copyright laws and that the Company will be considered the owner of such copyrightable works. I agree that all Inventions and Intellectual property and other rights related thereto that (a) are developed using equipment, supplies, facilities or trade secrets of the Company, (b) result from work performed by me for the Company, or (c) relate to the Company's business or current or anticipated India and development, will be the sole and exclusive property of the Company and are hereby irrevocably assigned by me to the Company.

(b) *Owned by Employee.* I have attached as Attachment 1 a complete list of all Inventions and Intellectual Property to which I claim ownership and that I desire to remove from the operation of this Agreement, and I acknowledge and agree that such list is complete. If no such list is attached to this Agreement, I represent that I have no such Inventions and Intellectual Property at the time of signing this Agreement.

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6. **Assignment of Other Rights.** In addition to the foregoing assignment of Inventions and Intellectual Property to the Company, I hereby irrevocably transfer and assign to the Company all Intellectual property Rights. Intellectual Property Rights include (i) all rights, title, and interest under any statute or under common law including patent rights; copyrights including moral rights; and any similar rights in respect of Intellectual Property, anywhere in the world, whether negotiable or not; (ii) any licenses, permissions and grants in connection therewith; (iii) applications for any of the foregoing and the right to apply for them in any part of the world; (iv) right to obtain and hold appropriate registrations in Intellectual Property and, (v) all extensions and renewals thereof (vi) Causes of action in the past, present or future, related thereto including the rights to damages and profits, due or accrued, arising out of past, present or future infringements or violations thereof and the right to sue for and recover the same.

7. **Assistance**. I agree to assist the Company in every proper way to obtain for the Company and enforce patents, copyrights, mask work rights, trade secret rights and other legal protections for the Company's Inventions and Intellectual Property in any and all countries. I will execute any documents that the Company may reasonably request for use in obtaining or enforcing such patents, copyrights, mask work rights, trade secrets and other legal protections. My obligations under this paragraph will continue beyond the termination of my employment with the Company, provided that the Company will compensate me at a reasonable rate after such termination for time or expenses actually spent by me at the Company's request on such assistance, appoint the appropriate authorized representatives of the Company as my attorney-in-fact to execute documents on my behalf for this purpose.

8. **No Breach of Prior Agreement**. I represent that my performance of all the terms of this Agreement and as an employee of the Company does not and will not breach any agreement to keep in confidence proprietary information, knowledge or data acquired by me in confidence or in trust prior to my employment by the Company, and I will not disclose to the Company, or induce the Company to use, any confidential or proprietary information or material belonging to any previous employers or others. I represent and warrant that I have returned all property and confidential information belonging to all prior employers. I have not entered into, and I agree I will not enter into, any agreement either written or oral in conflict herewith or in conflict with my employment with the Company (including but not limited to a non-competition agreement with any third party relating to the current, proposed or future business of the Company). I further agree to conform to the rules and regulations of the Company.

9. **Notification**. I hereby authorize the Company to notify my actual or future employers of the terms of this Agreement and my responsibilities hereunder.

10. **Publication of Material Concerning Company Business**. Prior to my submitting or disclosing for possible publication or dissemination outside the Company any material prepared by me that incorporates information that concerns the Company's business or future business, I agree to deliver a copy of such material to an officer of the Company for his or her review. Within twenty (20) days of such submission, the Company agrees to notify me whether the Company believes such material contains any Proprietary Information, and I agree to make such deletions and revisions as are reasonably requested by the Company to protect its Proprietary Information. I further agree to obtain the consent of the Company prior to any review of such material by persons outside the Company.

11. **Name & Likeness Rights, Etc.** I hereby authorize the Company to use, reuse, and to grant others the right to use and reuse, my name, photograph, likeness (including caricature), voice, and biographical information, and any reproduction or simulation thereof, in any media now known or hereafter developed (including but not limited to film, video and digital or other electronic media), both during and after my employment, for whatever purposes the Company deems necessary.

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12. **Maintenance of Records.** I hereby acknowledge and agree that my contribution to the business of the Company as well as any portion thereof shall be the sole property of the Company from date of creation thereof. During the term of my employment and for six (6) months after termination of my employment with the Company, I agree to maintain adequate and current written records on the development of all Intellectual Property and to disclose promptly upon its creation to the Company all Intellectual Property and relevant records, which records will remain the sole responsibility of the company further agree that all information and records pertaining to any idea, process, trademark, service mark, invention, technology, computer program, original work of authorship, design, formula, discovery, patent or copyright that I do not believe to be an Intellectual Property, but is conceived, developed, reduced to practice by me (alone or with others) during the period of employment, shall be promptly disclosed to the Company (such disclosure to be received and kept in confidence).

13. **Third Party Rights** I hereby represent and warrant that I will not use or integrate any third party materials or data that are not validly licensed to the Company unless previously authorized by my reporting officer in the Company. I represent and warrant that I have not violated the Intellectual Property Rights of any third party, and covenant that I shall not violate the Intellectual Property Rights of any third party in the course of my employment with Company. Provided that in the event the Company is held liable for my violation of any Intellectual Property Rights, I undertake to indemnify the Company or affiliate as the case may be against any and all losses, liabilities, claims, actions, costs and expenses, including reasonable attorney's fees and court fees resulting there from.

14. **Injunctive Relief**. I understand that in the event of a breach or threatened breach of this Agreement by me the Company may suffer irreparable harm and will therefore be entitled to injunctive relief to enforce this Agreement.

15. **Governing Law; Severability**. I understand that although I may work for the Company outside of Bangalore or India, I understand and agree that this Agreement will be governed, interpreted and enforced in accordance with the laws of India, without regard to or application of choice of law rules or principles. In the event that any provision of this Agreement is found by a court, arbitrator or other tribunal to be illegal, invalid or unenforceable, then such provision shall not be voided, but shall be enforced to the maximum extent permissible under applicable law, and the remainder of this Agreement shall remain in full force and effect.

16. **Dispute Resolution**. Subject to the exceptions set forth below, I agree that any and all claims or disputes that I have with the Company, or any of its employees, which arise out of my employment or under the terms of my employment, shall be resolved through final and binding arbitration, as specified herein. This shall include, without limitation, disputes relating to this Agreement, my employment by the Company or the termination thereof, claims for breach of contract or breach of the covenant of good faith and fair dealing, and any claims of discrimination or other claims, state or local law or regulation now in existence or hereinafter enacted and as amended from time to time concerning in any way the subject of my employment with the Company or its termination. The only claims or disputes not covered by this paragraph are disputes related to (i) workers' compensation laws and (ii) issues affecting the validity, infringement or enforceability of any trade secret or patent rights held or sought by the Company or which the Company could otherwise seek; in both of the foregoing cases such claims or disputes shall not be subject to arbitration and will be resolved pursuant to applicable law. Binding arbitration will be conducted in Bangalore, India in accordance with the rules and regulations of the Indian Arbitration and Conciliation Act, 1996. If, at the time the dispute in question arose, I lived and worked outside Bangalore or India then I have the option of requesting that the arbitration take place in the jurisdiction in which the Company has an office that is nearest to my home. Each party will split the cost of the arbitration, filing and hearing fees, and the cost of the arbitrator. Each side also will bear its own

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attorneys' fees; that is, the arbitrator will not have authority to award attorneys' fees unless a statutory section at issue in the dispute authorizes the award of attorneys' fees to the prevailing party, in which case the arbitrator has authority to make such award as permitted by the statute in question. I understand and agree that the arbitration shall be instead of any trial in court and that the arbitrator's decision shall be final and binding to the fullest extent permitted by law and enforceable by any court having jurisdiction thereof.

17. **Terms of Employment**. I understand that this Agreement, in itself, does not constitute a contract of employment or obligate the Company to employ me for any stated period of time beyond the time as provided for in my Employment/Appointment Letter. I understand that my employment can be terminated at any time, for any reason or for no reason, by the Company and by me by providing a written notice of 30 days to the Company. Unless the Company and I have entered into another written document that expressly supersedes this Section 17, this is the complete agreement between the Company and me on this term of my employment. This Agreement shall be effective as of the first day of my employment by the Company.

This Agreement can only be modified by a written agreement executed by a duly authorized officer of the Company. Discharge of my undertakings in this Agreement shall be an obligation of my executors, administrators, or other legal representatives or assigns. If any provision contained in this Agreement is held to be invalid or unenforceable, the unenforceability or invalidity of such provision shall not be held to render any other provision of this agreement unenforceable or invalid.

I HAVE READ THIS AGREEMENT CAREFULLY AND I UNDERSTAND AND ACCEPT THE OBLIGATIONS WHICH IT IMPOSES UPON ME WITHOUT RESERVATION. NO PROMISES OR REPRESENTATIONS HAVE BEEN MADE TO ME TO INDUCE ME TO SIGN THIS AGREEMENT. I SIGN THIS AGREEMENT VOLUNTARILY AND FREELY.

Employee:

_____

Monish S R

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ATTACHMENT 1

1. The following is a complete list of all Inventions or Intellectual Property or Improvements relevant to the subject matter of my employment by Akridata, that have been made or conceived or first reduced to practice by me or jointly with others prior to my employment by the Company that I desire to remove from the operation of the Company's Employee Invention Assignment and Confidentiality Agreement:

___ No inventions or intellectual property or improvements.

___ See Below:

2. I propose to bring to my employment the following materials and documents of a former employer without breaching any confidentiality obligations with the former employer:

___ No materials or documents

___ See below:

Employee:

_____

Monish S R

Date: _____

Place: _____

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Sabre
Sabre Travel Technologies Pvt. Ltd.
Units 1 & 2, Level 2, Navigator Building, ITPB,
Whitefield Main Road, Bangalore - 560 066
India
CIN: U72900KA2004PTC035134

Tel : +91 80 4188 8888
Fax : +91 80 4188 8980
Email : sabre.blr@sabre.com
www.sabre.com

INTENT OF OFFER

19 July 2018

Sri Jayachamarajendra College of Engineering, Mysore

Dear Namrata Vasant Naik,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you **Associate Software QA Engineering** with Sabre Travel Technologies Private Limited.

Please note that this offer does not give you the employee status of the Company. Your appointment as **Associate Software QA Engineering** comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions.

This communication does not confer you with any right of employment against the company until you join for induction and provide the required documentations per our communications.

Please note that the offer of appointment and continuation of employment thereof is subject to successful completion of qualifying exams, no pending arrears on completion of course and having minimum of 7 CGPA.

Your total compensation inclusive of one time joining bonus of **INR 75,000** and all benefits will be **INR 941,460** and the same will be subject to a deduction of applicable tax at source in accordance with the prevailing laws.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and plan your travel accordingly. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

Yours sincerely,

FOR SABRE TRAVEL TECHNOLOGIES

Aloysius Vijay
Sr Manager Talent Acquisition

We request you to please read and sign the enclosed copy of this letter and return it by **19 July 2018** to indicate your acceptance of this Offer.

Signature: _____ Date: 19-07-18

Namrata Vasant Naik
(Name of the candidate)

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Sabre

3 July 2019
Namrata Naik

Dear Namrata,

Congratulations! On behalf of Sabre, we are excited to extend you an offer to join our team. You will be joining in a full-time position as **Associate Software QA Engineering** on or before **10 July 2019** at our Bangalore office. We believe your background and abilities will be an asset to the Company, and will offer a beneficial opportunity for both you and Sabre.

As a member of our team, you will receive a generous compensation and benefit package that includes a **INR 850,000 annually rate of INR 70,833 monthly** (12 pay periods in a year before tax and PF), a competitive benefits program, and participation in our Variable Compensation Program (VCP). The specific details and limitations of these programs will be outlined for you in the attachment of this mail. Please note: VCP eligible earnings are prorated in the first year of your employment based on your date of hire. We would like to update you that if your start date is after October 1, you will not be eligible for the VCP for the current year.

You will be eligible for **21** days paid time off (vacation). This vacation can be encashed at the time of separation from company. You are also eligible for 02 floating holidays and 12 scheduled holidays yearly under the Company's current policy. The amount of vacation and floating holidays will be prorated based on your hire date.

The Company may terminate this Agreement at any time upon sixty (60) days notice, or upon payment in lieu of notice (basic + allowance), as provided for by law as then in effect. You may terminate this Agreement at any time, upon sixty (60) days' notice to the Company or upon payment in lieu of notice (basic + allowance) subject to manager, as provided for by law as then in effect. All benefits will cease upon termination of employment, subject to applicable law.

This offer of employment is contingent upon your successful completion of the pre-hire process (reference/background check. If you are currently employed, you are good to submit resignation upon complete understanding of the Offer and contract from Sabre.

We will be required to complete a confirmation of your eligibility to work in India as applicable. Once you have completed your background check, you will complete your new hire documentation online, which will include a list of documents acceptable for this confirmation. Please review the list and bring the documents relevant to your situation

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with you when you report to work. You will be required to sign these forms and we will complete the process on your first day.

Your acceptance of this offer will be validated by your electronic signature. If you have any questions about this offer, please contact your recruiter **Shreekanth NG** for assistance. We look forward to having you join our team!

Sincerely,

Aloysius Vijay, Sr Manager Talent Acquisition

Compensation Category		Sabre Compensation	
		Per Annum (INR)	Per Month (INR)
Basic Salary - (A)		INR 408,000	INR 34,000
Special Allowance (FBP*)		INR 442,000	INR 36,833
Base Salary (A+B)		**INR 850,000**	**INR 70,833**
Provident Fund (12% of basic)		INR 48,960	
Total Fixed pay		**INR 898,960**	
Target Variable Compensation Pay @ 5%		INR 42,500	
Total CTC		**INR 941,460**	
*** Flexi Benefits Plan at Glance**			
Fixed Allowances			
HRA	Flexi	Restricted from 0% or 10% to 50% of Basic salary	
Children Education	INR 100 p.m.	INR 1,200 per child per annum exempt up to 2 children	
Children Hostel Fee	INR 300 p.m.	INR 3,600 per child per annum exempt up to 2 children	
Special Allowance	Flexi	Fully taxable	
Reimbursements			
Books & Periodicals	Flexi	Fully exempted on actual bills submission, restricted to INR 60,000 per annum.	
Leave Travel Assistance (LTA)	Flexi	Fully exempted on actual bills submission, restricted to INR 180,000 per annum.	
Fuel & Maintenance	Flexi	Only INR 21,600 or INR 28,800 for car cc up to 1.6cc & above 1.6cc respectively per annum **exempted** for employee owned car &	
Driver Salary	Flexi	Only INR 10,800 per annum exempted for employee owned car.	
Other Benefits/Perks			
NPS Contribution (ER)	Flexi	Up to 10% of basic exempted	

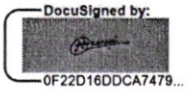
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You would be eligible for Joining Bonus of INR 75,000/- Subject to background verification clearance. Joining Bonus will be refunded by the employee to Sabre if the employee leaves within 1 year of receiving the bonus

Please acknowledge if you have read through and understood the details in the attached detailed contract.

Candidate Acceptance Signature: 

Date: 7/3/2019

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Sabre

29 November 2018
Namrata Vasant Naik

Dear Namrata,

Congratulations! On behalf of Sabre, I am pleased to extend to you this offer of temporary employment as an Intern. On acceptance, your internship will begin on **7 January 2019** and end on **31 July 2019**

You are entitled for monthly stipend of **INR 25,000/-** (statutory deductions are applicable), payable at the end of each month.

During your internship, you may have access to confidential business information belonging to the Company. By accepting this internship, you acknowledge that you must keep all this information strictly confidential and **refrain from using it for your own purposes or from disclosing it to anyone** outside the Company.

You are expected to observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment.

Upon conclusion of your internship, you will immediately return to the Company all its property, equipment and documents, including electronically stored information.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning a copy to the HR team.

If you have any questions, please reach out to the HR team.

Sincerely,

Aloysius Vijay, Sr Manager Talent Acquisition

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Candidate Acceptance Signature: DocuSigned by: 0F22D16DDCA7479...

Date: 11/29/2018

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Western Digital®

SanDisk India Device Design Centre Pvt. Ltd
Survey No.143/1, Amani Bellandur Khane Village
Prestige Excelsior, Prestige Tech Park
Marathalli-Sarjapur Outer Ring Road, Kadubeesanahalli
Varthur Hobli, Bengaluru-560103, India
Phone: +91-80-42422000
Telefax: +91-80-42422900
CIN: U72300KA2005PTC035961
www.sandisk.com

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January 28, 2019

Dear **Neeta Hegde,**

It is with great pleasure that we offer you the opportunity to join our team at SanDisk India Device Design Centre Private Limited (the "Company"), a subsidiary within the Western Digital Corporation worldwide group of companies. The purpose of this letter is to confirm the terms and conditions of our offer of employment to you. Upon you signing this document, it will serve as your employment agreement ("Agreement") with the Company.

1. General

1.1 You will begin employment with the Company in a full-time capacity **on July 8, 2019.**

1.2 Your title will be **Engineer, Software Development Engineering (Apps)** and you will report to **Chandra KN Rao,** or any other manager whom the Company may designate from time to time. Your title may be changed by the Company in accordance with business needs.

1.3 In this position, you will devote all of your time, attention, and ability during normal business hours to the duties, responsibilities, and instructions reasonably assigned to you by the Company. These job duties and responsibilities may be altered by the Company from time to time in order to meet business needs.

1.4 Your place of work will be the Company's offices or at such other location in **Bangalore** as the Company shall reasonably require, whether on a temporary or permanent basis.

1.5 You may be required to travel domestically or internationally as needed at the discretion of the Company.

2. Probationary Period

2.1 The first six (6) months of your employment are probationary (the "**Probationary Period**"). During the Probationary Period, your performance will be monitored by the Company. Please note that your employment may be terminated at any time during the Probationary Period at the Company's discretion. If the Company terminates your employment, without cause, during the Probationary Period, the Company will provide you with thirty (30) days of advance notice or, in the Company's discretion, pay in lieu of notice in full satisfaction of all of your legal entitlements.

Should you successfully complete the Probationary Period, your employment will continue on an indefinite basis subject to the terms and conditions of this Agreement.

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2.2 In the event of the termination of your employment during the Probationary Period, any expenses incurred by the Company for your training or payments made to you by the Company during the Probationary Period other than regular compensation for time worked must be repaid by you to the Company. Any such repayment must be made within ten (10) days of your last day of employment.

3. Compensation

3.1 Your starting Base salary is **INR 1250000/- per year.** Salary components included in base salary will be paid on a monthly basis, less all applicable tax withholdings and statutory and other deductions.

3.2 The Company normally reviews salaries every year during our annual compensation review process. When reviewing salaries and other compensation elements, the Company will take into account whatever factors it considers appropriate, including but not limited to business conditions and your individual performance. Any changes to compensation are at the sole discretion of the Company.

3.3 You will be eligible to participate in the Western Digital Short Term Incentive plan ("**STI**") in accordance with all terms and conditions of the STI plan. Your initial target STI under the STI plan will be **10** % of your eligible earnings. Payment of the STI is subject to the Company's corporate performance against financial and operational objectives and your individual performance for the performance period, and therefore you're actual STI award may differ from the target STI amount and may change from one performance period to the next. The fact that a STI is paid in one performance period is no guarantee that a STI will be paid in subsequent performance periods. In the future, your target STI will be confirmed during the annual compensation review process. The STI plan may be changed from time to time or discontinued at the discretion of the Company.

You must be actively employed with the Company at the time the STI is paid (not including any notice period) to be eligible to receive a STI payment, pro-rata or otherwise, subject to applicable law. Any period of notice or payment in lieu of notice that is given to you (or that ought to have been given to you) regarding your termination of employment will not count toward determining your payment eligibility under the STI plan.

3.4 Under Base salary section 3.1, you will receive the allowances specified in Appendix A to this Agreement. With the exception of the leave travel allowance, the allowances will be paid to you on a monthly basis. Although the Company will not require documentation of expenses for these allowances, it will be your responsibility to maintain appropriate records for tax purposes. Should you wish to avail tax benefits from any of the above payments, you will be required to provide the Company with proof of your expenditures.

3.5 The tax liability, if any, including income tax and professional tax, arising on your compensation will be your personal liability and will be governed by the tax laws of India or otherwise in the country wherein your services are provided.

3.6 You agree that any annual bonus linked with production/productivity or other compensation paid to you by the Company shall be in lieu of any bonus required to be paid to you under the statutory laws of India.

3.7 The Company has the right to deduct from your salary any sums that you may owe to the Company, including, without limitation, any overpayments, loans or advances made to you by the

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Company to the extent permitted by law.

4. **Working Hours/Business Travel**

4.1 The standard hours of work for the Company are 40 hours per week, Monday through Friday, with your daily schedule of work hours to be flexible within that time in order to meet the needs of the Company as they arise.

4.2 In addition, your duties may require you to engage in travel on behalf of the Company, and to work reasonable hours over and above the hours referenced in section 4.1 as needed due to business requirements. You expressly agree to accept such reasonable travel and hours of work without additional compensation.

5. **Benefits**

5.1 The Company will provide you with the social benefits mandated by applicable law (the "Mandated Social Benefits").

5.2 You will be eligible to participate in the Company's benefit plans as established from time to time, at such times as you qualify for them or as they are offered to you. Participation in any benefit plan is subject to the rules of the respective plan. The Company reserves the right to change benefits providers or amend or discontinue any benefit plan in its sole discretion and without compensation to you for any such change, amendment or discontinuance. You may obtain full information about the Company's benefit plans from Human Resources.

5.3 The Company will make an employer contribution of 12% of your current Basic Salary at the time of contribution to the Regional Provident Fund. This contribution will be calculated on your basic salary only and will exclude all other types of compensation.

6. **Privilege Leave, Sick Leave, Casual Leave and Public Holidays**

6.1 In each calendar year, you shall be entitled to fifteen (15) working days of privilege leave. Privilege leave is in addition to the public holidays detailed in section 6.6 and may be taken by you at your discretion, so long as it does not interfere with business need and is approved in advance by your manager.

6.2 Privilege leave shall be taken between 1st January and 31st December in the year after the privilege leave has been earned. You will earn a pro-rata privilege leave entitlement from your hire date until December 31 of the year in which you were hired. Unless otherwise permitted by the Company at its discretion or as otherwise permitted in accordance with applicable laws, you may carry forward your leave balance in each year to the next year, subject to a maximum of 40 working days.

6.3. You shall be entitled to twelve (12) days of sick leave per calendar year. You may be required to provide a medical certificate stating its probable duration before expiration of the third (3rd) calendar day after the beginning of your sickness. If your sickness exceeds the stated period, you may be required to provide a further medical certificate on a weekly basis thereafter. The Company reserves the right to request you to obtain such a certificate from a registered medical practitioner of its choice.

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6.4 You shall be entitled to six (6) working days of casual leave per calendar year. Casual leave may be taken at your discretion, so long as it does not interfere with business need and is approved in advance by your manager.

6.5 You must notify the Company immediately in writing of any incapacitation from work and its probable duration. Upon request by the Company, reasons for the incapacitation must be given to the Company by you.

6.6 You will enjoy statutory public holidays as recognized by the Company in conformance with the laws of the State of Karnataka.

7. **Professional Expenses**

The Company will reimburse you for reasonable and necessary business expenses incurred by you in furtherance of the Company's business, in accordance with the Company Travel Policy as amended from time to time, upon presentation of documentary evidence acceptable to the Company.

8. **Non-Solicitation**

8.1 You agree to at all times comply with the terms and conditions of the non-solicitation provision contained in the Employee Inventions and Confidentiality Agreement.

9. **Duration of Employment and Termination**

9.1 You or the Company may terminate your employment as follows:

(a) **Voluntary Termination**: You may terminate your employment at any time by giving the Company thirty (30) days' written notice (the "Resignation Notice Period"); however, it is understood and agreed that the Company shall be entitled to waive all or part of that notice and accept your resignation at any earlier effective date, in which event your employment will terminate on your last day of actual and active employment. In the event that the Company waives the Resignation Notice Period, you will be entitled to the lesser of (i) the amounts otherwise payable to you during the Resignation Notice Period or (ii) the minimum entitlements, if any, to termination pay, severance pay and benefits continuation as required by the applicable law.

(b) **Termination for Cause**: The Company may terminate your employment for Cause, at any time and without notice or pay in lieu of notice. "Cause" for this purpose includes where the Company has reasonable grounds to believe you are guilty of gross misconduct, gross negligence or are in material breach of one of the terms of your employment; cases of "serious misconduct" or gross neglect of duty, dishonesty or unprofessional conduct, disclosure of confidential information, breach of confidence, breach of intellectual property rights; where you act in a way which in the reasonable opinion of the Company, reflects poorly on yourself and/or the Company, whether or not such act is directly related to the affairs of the Company; or any other act or omission that would legally permit the Company to, without notice or payment in lieu of notice, terminate the employment of an employee. The failure of the Company to rely on this provision does not constitute a waiver of the provision.

The Company may also deduct from any payment due to you such sums as in its opinion may

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be equivalent to any loss it may have sustained as a result of your acts, subject to applicable law.

Termination of your employment under this sub-paragraph would be without prejudice to: (i) the Company's right to claim the actual damages it has suffered through this breach; and (ii) any other relief to which the Company may be entitled under contract, law or equity.

(c) **Without Cause**: After the successful completion of the Probationary Period, and in the absence of Cause, the Company may, at its sole discretion and for any reason whatsoever, terminate your employment by providing you with: (i) notice of termination (or by the Company by making a payment equivalent to thirty (30) days gross salary in lieu of notice) (note: The term "gross salary" means the total fixed compensation component payable to you as per the then applicable Appendix A to the Agreement)) and severance pay (if applicable) in accordance with the applicable law ; and (ii) any portion of your Basic Salary, accrued leave entitlement and/or leave travel allowance, if any, that shall have been earned prior to the date of termination but not yet paid or taken. No STI amounts will be payable during any period of notice of termination of employment, except as may be required by statute. Further, your rights and entitlements under any other applicable compensation or incentive plan or program shall terminate effective as of the date of termination.

The decision to provide actual notice, or pay in lieu, or any combination thereof, shall be in the sole discretion of the Company. The decision as to whether to provide pay in lieu of notice as a lump sum payment or otherwise is also in the sole discretion of the Company. All payments made under this paragraph will be subject to all required tax withholdings and statutory and other deductions.

Except as provided above, you will have no claim whatsoever against the Company or any associated or affiliated entity, or any of its or their officers, directors or employees for damages, wages, incentive or bonus pay, termination pay, severance pay, whether statutory or otherwise or pay in lieu of notice whether statutory or otherwise, arising out of your employment or the termination of your employment. This provision will continue to apply regardless of any change to your position in the future.

For the purposes of this section "date of termination" will be the date specified in the written notice of termination provided pursuant to this Section 9.1(c).

9.2 Your period of employment for the purpose of determining your entitlements under this agreement shall terminate on your last date of actual and active employment.

9.3 In the event of any inconsistency between Sections 9.1 and 9.2 of this Agreement and the language of any applicable STI, or other incentive plan or program, the provisions of applicable plan shall prevail.

9.4 In the event of termination of your employment, you shall return all Company property in your possession including all documents, papers, notes and other media of any description in your possession or under your control which relates in any way to the affairs of the Company or to property in which the Company may have an interest.

9.5 Following termination of your employment for any reason, you shall not hold yourself out, or represent, to any third party that you still have an employment relationship or any other relationship with the Company.

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

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9.6 The termination of your employment shall not affect the provisions of this Agreement and shall be without prejudice to any right or action already accrued to either party in respect of any breach of this Agreement by the other party.

9.7 You agree that in case of retrenchment, the principle of "last in first out" shall not be applicable. You further agree that if you are retrenched by the Company, the Company will not be required to offer you reemployment in any circumstance.

10. Deductions

10.1 By executing this Agreement, you agree that if your employment with the Company should cease for any reason and you have received any overpayment of salary (including leave taken or paid in excess of your leave entitlements) or other benefit, such overpaid amounts will be deducted from any final pay owed to you and you hereby consent to such deduction to the extent permitted by law.

11. Data Protection

11.1 During your employment, the Company may control and process your personal data (manually and electronically) for the purposes of the administration of this Agreement and the employment relationship, consistent with the legitimate business needs of the Company.

11.2 The Company recognizes the importance of protecting personal data and the respect for privacy. For the purposes of data protection, you agree to execute the Company's Worker Data Protection Notice and Consent, and otherwise hereby expressly consent to the Company's processing, and where applicable, control of your personal data as follows:

- collecting and processing of your information as described in the Worker Data Protection Notice and Consent;
- processing your personal information including sensitive information (for example, health or medical condition, race or ethnic origin, etc.) when necessary; and
- transferring your personal information within the Company or to third parties including but not limited to the US, according to the Global Worker Data Policy.

11.3 In accordance with the Global Worker Data Policy, the Company will ensure that such information will be fairly and lawfully processed for limited purposes, that it is adequate, relevant, accurate and not excessive. The Company will ensure your data is not kept longer than is necessary, is processed in accordance with your rights, will be kept secure, and not transferred abroad without adequate protection.

12. Miscellaneous

12.1 There is no collective agreement that directly affects your employment.

12.2 The provisions of this Agreement are severable, and if any one provision is found to be unenforceable in whole or in part, the remainder of the Agreement will remain valid and enforceable.

12.3 You acknowledge and expressly represent that by executing this Agreement you agree to comply with all Company policies and procedures, as may be amended from time to time.

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12.4 You agree to sign and at all times abide by the Employee Inventions and Confidentiality Agreement and the Company's Global Code of Conduct ("**Code of Conduct**") and that you will provide written acknowledgments of the Code of Conduct annually or as requested by the Company.

12.5 This Agreement and the attached Employee Inventions and Confidentiality Agreement and the Code of Conduct constitute the complete understanding between yourself and the Company with respect to your employment, and no statement, representation, warranty or covenant has been made by you or the Company with respect to this Agreement except as expressly set forth in the Agreement. This Agreement shall not be altered, modified, amended or terminated unless agreed to in writing by both yourself and the Company.

12.6 You represent that all the contents of your application, resume, testimonials, references, previous employment details, and other information furnished by you are true, complete and accurate. If any of the above particulars are found to be incorrect, incomplete or misleading in any way, the Company shall have the right to terminate your employment forthwith, without the requirement of providing you any notice or compensation in lieu thereof.

12.7 You are informed that the Company shall have the right to conduct periodical background checks on you, including criminal background checks and reference checks, as permitted by applicable law, and your employment is subject to completion of background checks on you, including criminal background checks and reference checks, to the Company's satisfaction. The Company may utilize third parties to conduct any such background checks and you agree to the same.

12.8 You acknowledge that damages will not be an adequate remedy in the event of breach of any of your obligations under the Agreement. Therefore, you agree that the Company shall be entitled (without limitation of any other rights or remedies otherwise available) to obtain injunctive or equitable relief from any court of competent jurisdiction.

13. Governing Law and Jurisdiction

13.1 This Agreement shall be governed by and interpreted in accordance with the laws of the India. Except as provided herein, all disputes in relation to the Agreement shall be settled through arbitration in accordance with the Arbitration and Conciliation Act, 1996. The arbitration shall be conducted by a single arbitrator selected out of a list of three arbitrators provided by the Company. The arbitration proceedings shall take place at Bangalore and shall be conducted in English. Each party is responsible for its own expenses in the arbitration. The decision of the arbitrator shall be final and binding upon both parties.

14. Prior Agreement

14.1 This Agreement supersedes all previous agreements, contracts and arrangements (including the offer letter, if any) whether written, oral, or implied between the Company and yourself relating to your employment, all of which contracts, agreements and arrangements shall be deemed to have been terminated by mutual consent as from the date of commencement of your employment under this Agreement.

This offer of employment is conditioned upon:

i) Satisfactory results of an individual background check including references and

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Signature Not Verified

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verification of previous employment, education, criminal record, and other matters relating to your suitability for employment, as permitted by applicable law.

ii) Your execution of the Employee Invention and Confidentiality Agreement (EICA).

iii) Your written acknowledgment of the Western Digital Global Code of Conduct. In addition, the Company may require annual written acknowledgments thereafter.

Upon commencing employment with the Company, please furnish copies of the following:

i) Relieving letter from your present employer;
ii) Salary details of your current employment;
iii) Mark sheets and certificates of educational qualification;
iv) Four passport size color photographs;
v) Passport.

Drawn up in two originals, both parties acknowledging receipt of an original.

For and on behalf of SanDisk India Device Design Centre Private Limited

Surinder

Surinder Bhagat
Senior Director– Human Resources

You are required to provide your acceptance of this offer in writing within five (5) days of receipt and to join the organization on a mutually agreed upon date, which shall be no more than one month from the date of acceptance of this offer. If you fail to provide your acceptance and/or do not join within the stipulated time, this offer will stand automatically withdrawn.
I hereby accept this offer of employment and confirm my employment start date will be _____.

PRINT NAME: _____

SIGNATURE: _____

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Western Digital®

SanDisk India Device Design Centre Pvt. Ltd
Survey No.143/1, Amani Bellandur Khane Village
Prestige Excelsior, Prestige Tech Park
Marathalli-Sarjapur Outer Ring Road, Kadubeesanahalli
Varthur Hobli, Bengaluru-560103, India
Phone: +91-80-42422000
Telefax: +91-80-42422900
CIN: U72300KA2005PTC035961
www.sandisk.com

APPENDIX- A

Name : Neeta Hegde		**Grade:**	**105**
Position : Engineer, Software Development Engineering (Apps)		**Req. ID:**	**JR-0000043791**

FIXED COMPENSATION

Salary Components	Per Month (INR)	Per Annum (INR)	Remarks
TOTAL FIXED COMPENSATION - Comp I	104,167	1,250,000	
Basic	46,875	562,500	45% of Comp I
Housing Rent Allowance (HRA)	*18,750*	*225,000*	*40% of Basic*
Telephone Expense Reimbursement	*3,000*	*36,000*	*Flexible Benefit Plan**
Leave Travel Allowance(LTA)	*3,906*	*46,875*	*Flexible Benefit Plan**
Meal Benefit Coupon	*2,200*	*26,400*	*Flexible Benefit Plan**
Vehicle Maintenance Reimbursement - Two / Four wheeler	-	-	*Flexible Benefit Plan***
Special Allowance	29,435	353,225	
TOTAL FIXED COMPENSATION - Comp I	104,167	1,250,000	Total Comp

Benefits			
ER Contribution to Provident Fund	5,625	67,500	12% of Basic
Comp II: (Total Fixed Comp + PF)	109,792	1,317,500	

Variable Compensation			
STI		125,000	10% of Comp I

Total - Comp II	1,442,500

Note

** Telephone Expense Reimbursement, LTA, Meal Benefit Coupon.*
*Vehicle Maintenance Reimbursement **(Two wheeler / Four wheeler) and Special Allowance are all part of (Flexible Benefit Plan) FBP. Employees are guided to choose the values as per the FBP document.*

*** Two wheelers - INR 900 per month*
Four wheelers - INR 1,800 per month upto 1.6 CC / INR 2,400 per month above 1.6 CC

Based on the FPB Declaration on two / four wheelers, special Allowance component will be calculated

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Additional place of business:
Sy.No 15/3 and 16/3, Salarpuria Hallmark
1st, 2nd & 3rd Floor, Marathalli-Sarjapur Outer Ring Road,
Kadubeesanahalli, Varthur Hobli
Bengaluru - 560 103 India
Phone : +91-80-4242 2005

Branch office :
#204, 2nd Floor
EROS Corporate Tower
Nehru Place
New Delhi – 110 019, India
Phone No : +011- 6654 2000

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Marathalli-Sarjapur Outer Ring Road, Kadubeesanahalli
Varthur Hobli, Bengaluru-560103, India
Phone: +91-80-42422000
Telefax: +91-80-42422900
CIN: U72300KA2005PTC035961
www.sandisk.com

January 28, 2019

Dear Neeta Hegde

1. In connection with our employment offer letter to you dated **January 28, 2019**, we are pleased to offer you a one-time Sign-On Bonus as outlined herein.
2. Contingent upon you accepting our offer and commencing employment with SanDisk, you will be paid an amount of **INR 300,000/- (Rupees Three Lakhs Only).**
    a. This Payment will be made in a single instalment after completion of 1 month from the start date
    b. Applicable taxes will be borne by you and deducted at source.
3. This one-time payment will not be in conjunction with any other allowances or benefits.
4. In the event that you voluntarily resign or are terminated by SanDisk with Good Cause within 36 months from the start date, Sign-On Bonus shall automatically be forfeited and you will be required to repay the full amount of the Sign-On Bonus payment received, net of tax deducted at source.
5. In such case, and to the extent permitted by law, the Company reserves the right to deduct such amount from any final settlement payable to you and to look towards you for the recovery of any shortfall amounts, if necessary.
6. In the event your employment is terminated by the Company without Good Cause or due to full-time disability or untimely death, no repayment will be required.

For and on behalf of SanDisk India Device Design Centre Private Limited

Surinder Bhagat
Senior Director, HR

I confirm receipt of the above Agreement and accept the terms and conditions contained herein.

PRINT NAME:

SIGNATURE:

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

Additional place of business:
Sy.No 15/3 and 16/3, Salarpuria Hallmark
1st, 2nd & 3rd Floor, Marathalli-Sarjapur Outer Ring Road
Kadubeesanahalli, Varthur Hobli
Bengaluru - 560 103 India
Phone : +91-80-4242 2005

Branch office :
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NATIONAL INSTRUMENTS

Expression of Interest

Date: 26/07/2018

Hi NEETA HEGDE

Congratulations!! Thank you for expressing your interest with National Instruments- Bangalore, R&D Division.

We are pleased to provide this letter as our Expression of Interest which reiterates our intension to offer you ...INTERNSHIP..... with National Instruments.

We will shortly reach out to you with the formal letter and the documents which you need to carry along with you on your day of joining.

Please note that considering the business imperatives and importance of this role, we would require you to join us by ...JAN 7th 2019.

The terms of the Expression of interest are strictly between you and National Instruments. Please treat this information as personal and confidential.

We look forward to having you as part of the National Instruments family.

For any further information, please contact:
Manju Vinod: manju.vinod@ni.com
(or) Ambily Prabhakaran:ambily.prabhakaran@ni.com
Phone #: 080-41450010

With Best wishes

Sincerely
For NI Systems India Pvt. Ltd.
For NI Systems (India) Pvt. Ltd.

Authorised Signatory

Rajanikanth Balaraman
Senior Software Group Manager

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

Name : Neeta Hegde
Signature :
Date : 27-07-2018
Contact details : Mobile #.....9538483724 Email ID hegdeneeta1997@gmail.com

NI Systems (India) Pvt. Ltd.
No. 12, Subramanya Arcade, Tower - B, 5th Floor,
Bannerghatta Road, Bangalore - 560 029. Tel : 91 80 41450000
CIN Number : U72900KA2000PTC026543

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NATIONAL INSTRUMENTS

INTERNSHIP WITH NATIONAL INSTRUMENTS

Congratulations for your Internship offer with National Instruments- Bangalore, R&D Division. Our Internship program will start on 7th January 2019 tentatively. We will notify you if there is any change of date.

Please notify Human Resources (contacts provided on Expression of Interest letter) and your placement coordinator on whether you are willing to come for Part-time or Full-time internship with National Instruments.

INTERNSHIP AT NATIONAL INSTRUMENTS: ENGINEERING INTERNSHIP

FULL TIME INTERNSHIP: 5 DAYS IN A WEEK WITH A STIPEND OF INR 30,000

PART TIME INTERNSHIP: 3 DAYS IN A WEEK WITH A STIPEND OF INR 25,000

Please carry the below list of documents at the time of joining:

- Original Internship letter from College (NOC)
- Marks cards of all years
- PAN card and Aadhaar card photocopy
- College ID photocopy
- Cancelled Cheque of the bank account in your name or photocopy of the first page of the bank passbook that has address & photograph

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NI Systems (India) Pvt. Ltd.
No. 12, Subramanya Arcade, Tower - B, 5th Floor,
Bannerghatta Road, Bangalore - 560 029. Tel : 91 80 41 [illegible]
CIN Number : U72900KA2000PTC026543

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www.ni.com

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Date: Dec 17, 2018
Mr. /Ms. Nikhil Shastri

SUBJECT: OFFER OF INTERNSHIP

1. This has reference to your Application dated: July 29, 2018 of SJCE Mysore sponsoring you for undergoing **Internship** with our company.

2. We take pleasure in informing you that you are permitted to undergo **Internship** in our company for a period Five months subject to the terms and conditions stipulated hereunder.

   2.1 You will undergo **Internship** under the guidance of Designated Manager to be identified later.

   2.2 Your **Internship** will commence on the date on which you report and shall come to an end on the expiry of Five months from the date of reporting.

   2.3 You will be paid a monthly scholarship of **Rs. 25,000/- (Twenty Five Thousand Rupees Only)**. The scholarship is intended to meet your personal expenses during the period of **Internship** and also to enable you to save some amount for pursuing your academic career after the period of **Internship**. The amount may be drawn by you on monthly basis.

   2.4 Your **Internship** timings shall be as per the working hours of the employees of the company and you will observe the weekly holiday and other holidays at par with other employees.

   2.5 You will be governed by the workplace policies as laid down by the company from time to time and you should conform to the said policies and guidelines.

   2.6 You shall keep all the information which you may come across during the period of your **Internship** about the affairs of the company, and its business confidential and shall not divulge the same to anyone who is not authorized to receive such information.

   2.7 You shall discharge the assignment given to you in a diligent manner in accordance with the schedule laid down by your guiding manager.

   2.8 Your progress will be reviewed periodically and the report thereon will be sent to the institute which has sponsored you as per their requirement or as per the course curriculum which you are pursuing.

   2.9 The period of **Internship** may be extended at the discretion of company if requested by the sponsoring institute.

Signature Not Verified

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2.10 The permission is only for undergoing **Internship** and it shall not confer any right for claiming/preference in employment with company.

2.11 While reporting for internship please bring with you the following documents.

a. Identity card issued by the sponsoring college or the institute.
b. Address proof.
c. SSLC Marks Card in Original with regard to proof of date of birth.
d. 3 Passport size photographs (colour print)

3. We are looking forward to the prospect of enhancing your knowledge by interacting with our team. Please inform us of your decision at your earliest convenience and feel free to contact me with any questions that you may have. You are expected to accept this offer and join us on Jan 7, 2019. This offer will expire if not accepted by Jan 7, 2019.

Yours sincerely,

For AMADEUS SOFTWARE LABS INDIA PVT. LTD.,

_____

Leetha Prajesh
Senior Manager- People and Culture

ACKNOWLEDGMENT

I hereby accept the terms and conditions stipulated above. I request you to please pay the Scholarship on Monthly basis as I require it for my expenses.

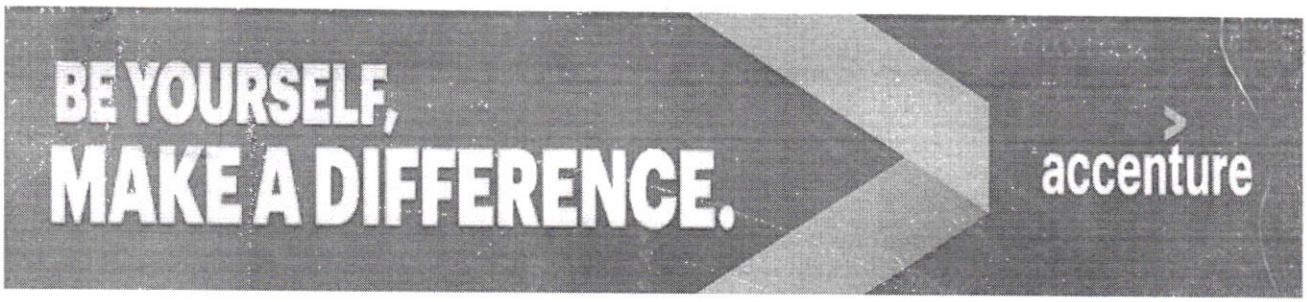
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DATE:

SIGNATURE OF THE CANDIDATE

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Strictly Private and Confidential

09-Mar-2019

NISCHITHA Sakleshpura Devendra
Devendra B K, c/o Rameshgowda, 10th cross, Devamma extension, Channapattana.
8867367941

Dear NISCHITHA,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

NISCHITHA.SD
4JC16CS413
CSE

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

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

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

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Reference Id: acf2f225-5f1d-4b68-b5bb-5039a...
Signed By: Mohan Sekhar

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the Offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This Offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

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02.02.2024 22:35

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

Mohan Sekhar

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

ACKNOWLEDGED AND AGREED:

[*Insert full legal name*]

Signature Not Verified
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ANNEXURE - I

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Joining Bonus	
Joining Bonus (Refer to section C)	25,000

(D) Additional Benefits	
Gratuity as per law#	5,290
Insurance Premium (notional value)	3,776

Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000

(A) Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- **Joining Bonus**- of **INR 25,000** payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

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- **Additional Bonus-** of **INR 25,000** payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the Authorities.

*As defined by applicable law from time to time.

- If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your career level as per company payroll cycle.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
    a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
    b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
        - 10% of such claims for self, spouse and 2 dependent children
        - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

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

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

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ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

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J.P.Morgan

May 9, 2019

Prabhu G, Nithin
S/O S Gururaja, #204 1st Floor
2nd cross, 10th main, Kamakshi hospital road, Saraswathipuram
Mysore 570009

Dear Nithin Prabhu G,

Your Employment by J.P. Morgan

Congratulations on joining the J.P. Morgan family. We are pleased to confirm your employment with J.P. Morgan Services India Private Limited (the "Company").

You will find your personal employment terms outlined in Appendix A with general employment terms and conditions in Appendix B. Please note these terms and conditions supersede any verbal discussions you may have previously had with any J.P. Morgan employee with regards to your employment arrangements.

A number of important policies will apply to your employment with the Company, including the Personal Account Dealing Policy and the Code of Conduct. We provide more information about these policies in Appendix C and it is essential that you carefully read and understand their requirements. By signing this letter, you confirm that you have read, understood and agree to be bound by these policies. In addition, you will be required to abide by all other Company policies and regulations (including JPMorgan Chase group of companies ("Group") policies) and with applicable law.

Should you have queries in relation to your employment terms, please contact Paramveer Narang at + 91 80 67907233. For queries about your benefits or Company policies, please contact our accessHR hotline at 0008004405210 (local toll free) or +1 212-552-5100 (international).

Please be reminded your employment terms should be treated with the strictest confidence. To accept this offer of employment, please click on the 'Accept' button at the bottom of this page on or before May 24, 2019.

We are excited to welcome you to our Company and take this opportunity to wish you every success in taking this next step of your career with us.

*This is a computer generated communication and does not have a signature.

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JPMorgan Chase & Co.

Message from Jamie Dimon, Chairman and CEO

Welcome to JPMorgan Chase. We are pleased that you will be starting your career at an exceptional company – one of the world's oldest, largest and best-known financial institutions.

Across our businesses, we continue to deliver record results, innovative products and services for our customers, and great experiences for our employees. Named #1 in *Fortune*'s Change the World list, we are focused on helping communities large and small grow around the world. It's an exciting time to join JPMorgan Chase, and now – with your skills, experience and creative ideas – you'll help us continue to drive change.

During your time here, you will have opportunities to learn and grow in a supportive, respectful and inclusive environment. Do your best to contribute and excel in everything you do. By building strong relationships and doing the right thing – at all times – we have made this a company of which we can all be proud. It's how we do business. And, it is what has made us a top employer and a great business partner.

As you begin your career with JPMorgan Chase, I offer you an essential piece of advice: do your job well, and earn the trust and respect of the people around you. Throughout your employment, you will hear advice like this from our senior leaders – and we encourage you to put it into practice every day.

I hope you enjoy working here as much as I do, and I look forward to meeting many of you.

Best of luck in what I am sure will be a rewarding experience.



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APPENDIX A - Personal Employment Terms and Conditions

A1. Title/Category

You will join us as an Analyst in the Software Engineer Program, Class of 2019, at JPMorgan Chase & Co..

Your position and title may change as a result of successful completion of the Program, promotion, or other operational requirements of the Company's business.

A2. Employment Commencement Date

Your employment is expected to commence on July 11, 2019. We will confirm any change to this date to you in writing in advance.

In addition to the conditions set out in paragraph 1 of Appendix B, your offer is subject to you successfully meeting the educational criteria that has already been communicated to you in writing.

A3. Working Hours / Place of Work

Your manager will assign you specific working hours, often during J.P. Morgan's normal office hours. Depending on the needs of your department, however, you may be required to work outside the official hours to fulfill your duties.

You will normally work at the Company's offices in Bengaluru, but you may be required to work at any other location of the Company or its affiliates, as required by the Company.

A4. Remuneration

Your total fixed pay will be INR 900,000.00 per annum and comprises the following components:

		Rupees p.a.
i)	Basic Salary	270,000.00
ii)	Housing Allowance	135,000.00
iii)	Special Allowance	422,600.00
iv)	Leave Travel Allowance	40,000.00
v)	Comp. contribution to Provident Fund	32,400.00
A.	Total Fixed Pay	900,000.00

Special Cash Award

As soon as administratively practical and typically within 45 days from your start date, we will pay you a one-time sign-on award of INR100,000.00, less applicable taxes and deductions.

If your employment with J.P. Morgan terminates for any reason other than job elimination within twelve months after your start date, you must repay to J.P. Morgan the full amount of this cash payment, net of taxes within 30 days of your termination date. You agree that J.P. Morgan may satisfy all or part of this repayment obligation by withholding, to the fullest extent permitted by law, any amounts not yet paid to you at the time you leave J.P. Morgan.

Relocation Lump Sum

You will be paid a one-time Relocation lump sum of Indian Rupee (INR) 100,000/-, which is taxable and will be paid within a reasonable period after your start date. The relocation lump sum coverage includes the cost of air and tickets, other transportation and hotel stay of your choice.

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If you resign or are terminated for any reason other than job elimination (as determined within the company's discretion) within 12 months of your commencement date, you agree to reimburse the Company in full for the amount of any relocation lump sum you have received in connection with this employment offer. This reimbursement shall become due and payable within 30 days of your last day of employment with the Company. Further, the Company may seek reimbursement by withholding any other payments not yet paid to you at the time you leave the firm.

A5. Probationary Period

Your employment will be subject to a probationary period as outlined in paragraph 4.3 of Appendix B.

A6. Leave Entitlement

A6.1 Annual Leave

You are entitled to 20 working days of annual leave with full pay in every calendar year in accordance with the Company's Human Resources Policies and applicable law. If you work part-time hours, your annual leave entitlement will be pro-rated to reflect your part-time hours worked.

A6.2 Other Leave

You can find further details of other leave entitlements in paragraph 5 of Appendix B.

A7. Benefits

You are eligible to join the Company's benefits programs as amended from time to time. Further details will be provided to you separately.

A8. Retirement Scheme

You are eligible for retirement benefits, and can find details in paragraph 11 of Appendix B.

A9. Notice Period

During your probationary period, starting the day you join the Company, either you or the Company may terminate your employment with at least 15 days' written notice or payment of wages in lieu of such notice period.

After the probationary period, either party can terminate the employment by giving the other party 30 days written notice ("Notice Period") or by the Company making a payment in lieu of Notice Period.

As outlined in the Company's Code of Conduct, we expect all employees to hold themselves to the highest standards of ethical conduct. In order to avoid conflicts of interest or the appearance of conflicts of interest, in the event that during your participation in J.P. Morgan's Analyst/Associate program you accept an offer of employment from another employer (regardless of the nature of its business or whether it is a client or competitor of J.P. Morgan), you must notify your manager no later than 3 business days of your acceptance of the offer.

Signature: Nithin Prabhu G Date: **09-MAY-2019**

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APPENDIX B – GENERAL EMPLOYMENT TERMS AND CONDITIONS

B1. Employment

B1.1 Your employment is subject to:

a) your obtaining and maintaining a valid work permit and such other permission, license or registration as may from time to time may be necessary to enable you to carry out your duties and continue your employment;

b) the satisfactory completion of all pre-employment screening processing, including obtaining background references and checks as required, and the execution of any other forms necessary for employment; and

c) your being legally able to work with the Company. You agree to disclose any employment or contractual post-employment restraints you are subjected to which may, and will continue to, affect your employment with the Company and affirm that:

i) you are not in breach of any prior employment contract;

ii) you have not taken or otherwise misappropriated – and you do not have in your possession or control – any confidential and proprietary information belonging to any of your prior employers or connected with or derived from your services to prior employers, and you have returned to all prior employers any and all such confidential or proprietary information; and

iii) you are not subject to any other employment or any contractual post-employment restraints

iv) you shall indemnify and hold harmless the Company from any and all claims arising from any breach of the warranties in this paragraph.

B1.2 Whilst you and/or the Company may have agreed a tentative date of commencement of employment with the Company, you will not, unless the Company decides otherwise, be able to commence employment with the Company without our receipt of completed and satisfactory results from our pre-employment screening process.

B1.3 You may be required to provide services for other members of the Group throughout your employment. When providing these services, you may from time to time be required to travel and work in different locations within and outside your hiring location.

B1.4 Your employment shall continue until your retirement age of 60 or until terminated in accordance with paragraph 4 in Appendix B.

B2. Remuneration

B2.1 We will pay your total monetary remuneration in 12 equal monthly installments on or around the 30th of each month. We will review this remuneration annually, and we reserve the right to amend its terms, level and structure from time to time at our sole discretion.

B2.2 You will be liable for all tax payments and any other imposts that may be levied or payable on any sums paid and/or other benefits we provide to you. We are entitled to deduct or retain from the sum payable to you any withholding and other taxes levied or payable.

B3. Incentive Compensation

B3.1 In its absolute discretion, the Company may pay you an annual incentive award ("Award") in accordance with

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the terms of its performance based incentive compensation plan in place and as amended or varied from time to time ("Incentive Plan"). The Award may be in the form of cash, restricted shares or units of JPMorgan Chase & Co. common stock ("Restricted Stock") and/or stock options or stock appreciation awards. In granting an Award, the Company may consider any factors it considers appropriate including but not limited to the motivation of future performance, individual achievement, business unit and Group corporate results. The Award will be planned and communicated in United States dollars or in your local currency in accordance with the published Incentive Plan then in effect and applicable to your role and business area within the Company.

B3.2 Awards are subject to applicable taxes, the JPMorgan Chase Bonus Recoupment Policy and to the terms and conditions of Award Agreements, which will include recovery provisions, non-solicitation and similar covenants. Awards and payment thereof is conditional upon you being in employment with the Company and not under notice of termination (whether given by you or the Company) at the date of payment of any cash component of the Award. The Award is not pro-rated for the period worked if your employment terminates prior to the payment date.

B3.3 Vesting of Restricted Stock is conditional upon your continued employment as of each vesting date, and the terms and conditions set forth in the associated Award agreement. Stock options or stock appreciation awards will become exercisable on the exercisable dates set forth in the Award agreement(s) conditional on your continued employment as of each exercisable date, and the terms and conditions set forth in the associated Award agreement.

B3.4 The Company has absolute discretion over the payment and amount of any Award to you for any year. If paid, it shall not give rise to any expectation of the Award or the amount in future years of employment. No employee or officer of the Company is authorized to make any oral promises to you about an Award. During your employment any commitment as to an amount or timing of an Award must be in writing signed by a Senior Vice President or Managing Director of the Company and a human resources officer at the level of Vice-President or above. Awards do not form part of your salary for the purposes of pension or termination benefits.

B4. Termination

B4.1 Your employment may be terminated as follows:

a) By either party giving to the other prior written notice of at least the period specified, as applicable, in paragraph 9 in Appendix A (the "Notice Period"), or by the Company making a payment in lieu of notice for all or part of such Notice Period of an amount equal to basic salary you would have been entitled to receive during the Notice period or part of the Notice Period.

b) By the Company at any time without notice or compensation if you:

i) are guilty of fraud, dishonesty or misconduct which is inconsistent with the due and faithf discharge of your duties;

ii) seriously breach the Code of Conduct and any other Company policies;

iii) disobey the Company's lawful and reasonable instructions/requirements;

iv) habitually neglect your duties; or

v) otherwise commit a material or repeated breach of your employment terms or any of the Company's or Group's policies.

B4.2 During any Notice Period, the Company may put you on "garden leave" and may, amongst other things, do any or a combination of the following:

(a) suspend you from the performance of any duties or assign you alternative duties;

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(b) exclude you from any premises of the Company or any of the Group companies and/or require you to work from another location;

(c) require that you have no or limited contact or communication, other than purely social contact, with any employees, officers, directors, agents or consultants of the Company or any other member of the Group;

(d) require that you have no or limited contact or communication with any customer or client of the Company or any other member of the Group;

(e) remove your access to the Company premises and computer systems;

(f) require that you return any property belonging to the Company under paragraph 7 in this Appendix; or

(g) require you not to do any act or thing, or make or cause to be made, any statement reasonably likely to damage the business or reputation of the Company or the Group.

B4.3 If paragraph 5 of Appendix A states that your employment is subject to probation, your probation period will be the first 3 months of employment, which you agree is reasonable, and fair, in light of the responsibilities of the role.

B4.4 At its sole discretion, the Company may notify you of an extension to your probationary period.

B4.5 All your duties (whether express or implied) under your employment and this letter, including without limitation your duty of fidelity, good faith, exclusive service and duties in relation to the Group's confidential information shall continue throughout the Notice Period including any period that you are on garden leave.

B4.6 During any Notice Period:

a) you will provide such assistance as the Company may require to effect an orderly handover of your duties and responsibilities to any individual appointed by the Company or any of the Group Companies to take over your role or responsibilities; and

b) you shall make yourself available to deal with requests for information, provide assistance, be available for meetings and to advise on matters relating to work.

c) you shall not, directly or indirectly, in any capacity whatsoever, interfere in any way whatsoever with the business or operations of the J.P.Morgan.

B5. Leave

B5.1 Annual Leave

a) Your annual leave entitlement will be subject to relevant legislation and JPMorgan Chase internal policies that are in force and amended from time to time. You will be entitled to annual leave with full pay in every calendar year, to be applied and taken in accordance with applicable law and JPMorgan Chase internal policies that are in force and amended from time to time. The Company will be entitled to determine when this is taken although, as far as possible, arrangements will be made to suit your convenience. J.P. Morgan encourages you to use your annual leave entitlement for each calendar year in that calendar year.

b) After a notice of termination has been given, you will not be entitled to take annual leave notwithstanding any approval given before the date of the notice of termination unless the Company in its discretion otherwise determines.

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c) You must comply with the Company's 'consecutive days leave' policies.

d) For the calendar year during which your employment with the Company commences or terminates, you will be entitled to such proportion of your annual leave entitlement as the period of your employment in each such year bears to one calendar year. Upon termination of your employment for whatever reason you shall, if appropriate and permitted under the law, either be entitled to a payment in lieu of any outstanding annual leave entitlement or be required to pay to the Company any salary received in respect of annual leave taken in excess of your proportionate annual leave entitlement.

B5.2 Sick Leave

Your sick leave entitlement will be subject to relevant legislation and JPMorgan Chase internal policies that are in force and amended from time to time.

B5.3 Suspension Leave

J.P. Morgan has the right to suspend you from your work duties with full pay where the Company considers it necessary to investigate any allegation of misconduct or impropriety on your part. Such right shall be exercised at the Company's sole discretion.

B6. Confidentiality

You acknowledge that a vast amount of privileged and confidential information will be disclosed to you in course of your employment with the Company and during your employment with the Company and thereafter, you shall keep secret and shall not at any time (whether during or after the period of your employment) use for your own or another's advantage, or reveal to any person, firm or company, any of the trade secrets, business methods and plans, financial matters, client lists, investments, marketing plans, personnel matters or other information which you knew or reasonably ought to have known to be confidential concerning the business or affairs of the Company or any other member of the Group or any of their related companies, clients or suppliers.

You agree to abide by the specific provisions on the use of confidential information in the Company's policies and Group code of conduct.

The restriction contained in this paragraph shall not apply to any disclosure or use authorised by the Company or required by law.

B7. Return of Company Property

You acknowledge that any privileged or confidential information disclosed to you in the course of your employment with the Company remains the exclusive property of the Company and whenever requested by the Company and/or J.P. Morgan and in any event upon the termination of your employment, you will promptly deliver to the Company and/or J.P. Morgan all documents and other materials (whether originals or copies or in hard copy or electronic form) concerning the Company and/or J.P. Morgan or their respective clients and suppliers, which may have been prepared by you or have come into your possession, custody or control in the course of your employment with the Company. This includes, without limitation, any confidential information, lists of clients or suppliers, correspondence, electronic equipment, computer software or hardware, staff identity cards card and other property used in connection with the operations of the Company and/or J.P. Morgan. You will not be entitled to, and will not retain, any copies, title and copyright in such correspondence and other documents, papers, records and property are vested in the Company and/or J.P. Morgan.

B8. Post Employment Restrictions

B8.1 For a period of three months commencing on the Relevant Date, you shall not directly or indirectly (whether on your own account, for or with any other person, firm or company) solicit or endeavor to entice away from the Company or any other Group Company any Critical Person.

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B8.2 For a period of three months commencing on the Relevant Date, you shall not directly or indirectly (whether on your own account, for or with any other person, firm or company) solicit or endeavor to entice away from the Company or any other Group Company the business or custom of any Restricted Client.

B8.3 The duration of the restrictions will be reduced by any period of notice that you work out or any period of garden leave as provided in this offer letter.

B8.4 In this paragraph B8:

a) "Critical Person" means any person who was an employee or director of the Company or any other Group Company at any time within one year prior to the Relevant Date who had access to trade secrets or confidential information of the Company or any other Group Company. This includes knowledge of, involvement with or influence over suppliers or clients of the Company or any other Group Company with whom you worked at any time during that period.

b) "Group Company" means the Company, its ultimate holding company, any subsidiary of the Company and any holding company from time to time. "Subsidiary" and "holding company" shall have the same meaning as in the relevant companies' legislation.

c) "Restricted Client" means any person:

i) who in the one year before the Relevant Date was a client of, or has dealt with, the Company or any other Group Company; and

ii) with whose custom or business you, or persons reporting to you, were personally involved with during the period of one year prior to the Relevant Date;

iii) but does not include publicly known institutional clients which you serve subsequent to your employment with the Company without the use of confidential or proprietary information of the Company and J.P. Morgan.

d) "Relevant Date" means the date your employment with the Company or the Group terminates for whatever reason.

B8.5 You acknowledge and agree:

a) that each of the foregoing paragraphs constitutes an entirely separate and independent restriction on you;

b) that the duration, extent and application of each restrictions, obligations and undertakings are reasonable and necessary to protect legitimate interests of the Company and J.P. Morgan, considering, among other things, that the Company has commercial dealings with business partners throughout the world and that you will regularly be dealing with such partners as part of your duties and you understand that it does not by any means prevent you from earning a living in a satisfactory way;

c) that, if any such restriction (or parts of a restriction) shall be adjudged by any court of competent jurisdiction to be void or unenforceable, the validity or enforceability of the remaining restrictions (or parts of a restriction) shall remain in full force and effect as if the unenforceable parts had been deleted. Damages may be an inadequate compensation for breach of any of the restrictions in this paragraph and, subject to a court's discretion, in the event of any actual or threatened breach of any provision of this paragraph, you agree that the Company shall be entitled to (on behalf of itself and on behalf of any other Group Company) restrain, by injunction, equitable relief or similar remedy, any conduct or threatened conduct by you. You expressly submit to the jurisdiction of any court of competent jurisdiction for this purpose, and in the event you receive from any person an offer of employment (whether oral or in writing and whether accepted or not), either during your employment or the continuation in force of all or any of the restrictions applicable to you, whether

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pursuant to this letter or the Code of Conduct, you shall provide to the person making such an offer of employment a full and accurate copy of the then current restrictions applicable to you.

d) that any benefit given or deemed to be given by you to J.P. Morgan under the terms of this paragraph is received and held on trust by the Company for the relevant J.P. Morgan group company. You will enter into appropriate restrictive covenants directly with other J.P. Morgan group companies if asked to do so by the Company.

e) that your employment with the Company and the compensation paid and/or payable to you by the Company shall be sufficient consideration for the purposes of this clause. You further agree and acknowledge that the limitations as to time and the character or nature placed in this clause are reasonable and fair and will not preclude you from earning a livelihood, nor will they unreasonably impose limitations on your ability to earn a living.

f) that this offer letter constitutes a valid, legally binding and enforceable obligation on you and this document is not in violation of any applicable law.

g) that any breach or threat of breach on your part of any one of such obligations and/or undertakings would cause serious harm to the Company or J.P. Morgan which may then institute any legal recourse against you that is deemed appropriate and/or recourse in damages, without further notice or delay.

h) that you shall not assign this offer letter or the rights and/or obligations hereunder. The Company may assign its rights and obligations herein in all circumstances without your consent, including in connection with any sale, transfer or disposition of all or substantially all of its business and operations and its assets, in which case the Company's rights and obligations shall vest to the successor.

i) in addition, you agree and acknowledge that the potential harm to the Company of the non-enforcement of this clause outweighs any potential harm to you and that you have given careful consideration to the restraints imposed upon you by this clause and that you are in full agreement as to their necessity for the reasonable and proper protection of the Company's interests. You expressly acknowledge and agree that each and every restraint imposed by this clause is reasonable with respect to subject matter, time period and geographical area.

B9. Code of Conduct and Staff Regulations and Affirmation

B9.1 It is a condition of your continuing employment and it is your obligation that you comply with:

(a) the Code of Conduct (as amended from time to time or superseded). At the time of acceptance of the offer of employment and on a periodic basis, you will be required to sign an affirmation (or reaffirmation) confirming your understanding and compliance with the provisions of the Code of Conduct; and

(b) the Company's other internal policies and procedures and all relevant policies and procedures for the line of business in which you are to undertake work.

B9.2 The Company shall be entitled at any time to amend the Company's internal policies and procedures (including but not limited to the Code of Conduct), the benefits set out in the Appendices and other staff regulations, as well as to put in place new policies as the Company sees fit. Any such amendments shall be notified in writing to each employee and shall on provision of such notice, become legally binding.

B9.3 The Company's Human Resources work policies are set out in the me@jpmc website, as amended from time to time. Please take time to familiarise yourself with these policies when you begin your employment.

B9.4 To the extent that the contents of policies or procedures refer to obligations on the Company, you agree that they are guides only and are not contractual terms, conditions or representations on which you rely.

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B10. Working Hours

B10.1 The total of your official working hours (excluding one hour lunch daily) is 40 hours per week. Your local business management will schedule your work hours, which depend on the needs of the business and may be outside of these core hours.

B11. Retirement Benefits

B11.1 Your entitlement to Provident Fund and Gratuity will be subject to relevant legislation and the Company's Human Resources policies that are in force and amended from time to time.

B12. Miscellaneous

B12.1 This letter represents the entire agreement between the parties with respect to your employment by the Company and supersedes any previous written or oral agreement between the parties in relation to the matters dealt with in it. You acknowledge that you have not been induced to enter into this letter by any representation, warranty or undertaking not expressly incorporated into it.

B12.2 If any paragraph (or part of any paragraph) of this letter is invalid or unenforceable, the validity or enforceability of the remaining paragraphs (or parts of a paragraph) shall not be affected and the other paragraph (or parts of a paragraph) shall remain in full force and effect as if the invalid or unenforceable parts had been deleted. This letter shall remain in full force and effect and survive the termination of your employment for any reason whatsoever.

B12.3 If, during your employment with the Company, you become indebted to the Company or are overpaid any amount for any reason, the Company will be entitled to recover that amount from you. The Company may, if it so elects, set off any sum due to the Company from you against the compensation payable to you, including any final salary payments due to you on the termination of your employment, and collect any remaining balance from you.

B12.4 The Company may, in connection with your employment, receive personal data relating to you or your family. Such data may be received from you, or from other sources including third party sources. The Company may process your personal data for the purposes of your employment and the operation of the Group's business and as set out in the Code of Conduct and relevant Privacy Policies and Privacy Handbook. You hereby consent to the processing, storage and transfer of your personal data (including transfer worldwide amongst members of the Group).

B13. Contract Execution

B13.1 You acknowledge and agree that:

(a) This letter may be delivered in a digital or physical format. Subject to any applicable law, where the letter is provided in a digital format, you acknowledge and agree that it is being executed electronically and that it is enforceable.

(b) You have read and understood the terms of this letter and have been provided with an opportunity to review and discuss the terms of it with advisors, if you so desire.

(c) Should any further assurances be required or sought by the Company, you shall in good faith perform such further actions (including executing a physical copy of this letter)

B14. Governing Law and Jurisdiction

This letter and any dispute or claim arising out of or in connection with it or its subject matter or formation (including non-contractual disputes or claims) shall be governed by and construed in accordance with the laws of India. You and the Company submit to the non-exclusive jurisdiction of the Karnataka courts in relation to any dispute arising in connection with your employment and this letter.

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Signature: Nithin Prabhu G Date: 09-MAY-2019

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Appendix: Systems Monitoring Activities and Cross-Border Transfers:

The following provides a summary of how JPMorgan Chase & Co., its affiliates and its subsidiaries and the entity that employs you, or for which you provide services (collectively, "JPMC"), conducts Systems monitoring. JPMC may conduct monitoring to the extent permitted by applicable law.

JPMC conducts monitoring of JPMC's physical facilities and its equipment and systems (collectively, the "Systems"). System monitoring applies to your JPMC equipment, your personal equipment when accessing the Systems, and the communications, information, and materials conveyed or accessed using the Systems. Monitoring activities may include the monitoring and logging of traffic and usage data of all electronic communications; monitoring of telephone calls to or from JPMC work telephones as permitted by applicable laws and subject to any required notices; monitoring of the contents of electronic communications, files, databases, applications, and internet usage; and logging hours worked and physical presence at JPMC's facilities if applicable. JPMC may at all times monitor, access, retrieve, record and review information obtained from the monitoring activities for various purposes, such as preventing and investigating activities that may violate JPMC's policies and ensuring compliance with legal or regulatory obligations. While conducting monitoring activities, JPMC may obtain and process personal information about you and others that may reside on the Systems.

The monitoring activities (including JPMC's collection and processing of personal or other information) are required for purposes of your employment or work assignment to promote adherence to applicable policies and regulations. Subject to applicable laws and regulations, if you object to this processing, JPMC may prohibit you from using the Systems; terminate offers of employment or work assignment; and, for employees, take disciplinary action against you, up to and including termination of your employment with JPMC.

JPMC may disclose the information it obtains in connection with monitoring activities to JPMC affiliates and to third parties, service providers, regulators, supervisory bodies, law enforcement and other government agencies. Information obtained from the monitoring activities may be used as the basis to take disciplinary actions, up to and including termination or other legal action, for violations of JPMC's policies or applicable laws.

In addition to the monitoring activities discussed above, JPMC may obtain and store other information related to your employment or other working relationship, such as your compensation information, performance information, benefits information and other workplace-related data. JPMC may transfer such information, and the information it obtains in connection with monitoring activities, to countries other than the country in which the information originally was collected, including to the United States.

Understanding Obligations under the Firm's Personal Account Dealing Policy (PAD):

The Personal Account Dealing Policy (Policy) of JPMorgan Chase & Co. (firm or JPMC) is designed to help prevent and detect violations of securities laws and industry conduct standards and to minimize actual or perceived conflicts of interest that could arise due to personal investing activities.

PAD Compliance will notify you if the position you are being offered is considered to be subject to the Policy. You will remain subject for the duration of your time working in a subject group, unless notified otherwise of a change in subject status. Unless otherwise notified, you will continue to be subject to the provisions of the Policy even during leaves of absence from the firm, including, but not limited to, garden leave or medical leave.

You as well as your Connected Persons are subject to the provisions of this Policy and will need to be familiar with the obligations set forth in this policy. Connected Persons includes your spouse, domestic partner or minor children (even if financially independent) as well as anyone to whom you provide significant financial support or for which you, or anyone listed above, has or shares the power, directly or indirectly, to make investment decisions.

Once subject to the Policy, you must disclose and certify your In Scope Accounts (which include accounts of your Connected Persons). You will be required to maintain your self-directed In Scope Accounts with one of the firm's Approved Brokers and preclear all purchases, sales, pledges and gifts (received and given) of publicly traded and

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privately held financial instruments, unless listed as specifically exempt. Pre-approval confirmations must be received prior to executing the trade or investment. The firm may impose periodic restrictions on personal trading in certain financial securities. These restrictions can apply to all firm subject Workforce Members and their Connected Persons or may be limited to certain groups. Subject Workforce Members and their Connected Persons are not permitted to recommend or transact in the financial instruments of an issuer while in the possession of material non-public information (MNPI) regarding that issuer.

Seasonal Worker model for individuals joining in formal seasonal/Short term programs:

JPMorgan Chase requires that seasonal workers refrain from trading in In Scope Accounts for the time period that you are employed in a short term training program. Please verify that you will comply with the following personal trading requirements:

1. For the duration of the short term program I am joining I will not trade in any of my In Scope Accounts
2. I understand that the Firm has the right to request account information for any of my In Scope Accounts
3. If there is an extenuating circumstance that would compel me to place a trade in my In Scope Accounts, I will obtain pre-approval of the trade by the Personal Account Dealing Group and I would be responsible for supplying all confirmations and statements to the Personal Account Dealing Group for that trade.

*The term In Scope Accounts refers to any securities accounts no matter where they are located and includes, but is not limited to, those accounts that are established, maintained or controlled (either directly or indirectly) by you, your spouse, domestic partner or minor children (even if financially independent), anyone to whom you provide significant financial support, and in which the employee has a direct or indirect financial interest.

Global Personal Trading Policy:

The Personal Account Dealing of JPMorgan Chase & Co. is designed to help prevent and detect violations of securities laws and industry conduct standards and to minimize actual or perceived conflicts of interest that could arise due to personal investing activities. This Policy includes requirements for disclosing In Scope Accounts, maintaining certain accounts at one of the firm's Approved Brokers, preclearing trades, and restrictions and prohibitions on certain types of trading activity. This Policy is subject to any applicable local laws and rules and should be read in conjunction with Supplements (regional/LOB) as well as the firm's Code of Conduct.

Acceptance and Code Affirmation:

Upon signing this letter I accept the terms and conditions described above. I hereby affirm that I have read and understood the JPMorgan Chase Code of Conduct (the "Code of Conduct"). I agree, as a condition of my employment, to comply with the Code of Conduct, as amended and in effect from time to time.

I understand that I have access to the Code of Conduct either by clicking here or via the internet at https://www.jpmorganchase.com > About Us > Governance > Code of Conduct and Ethics prior to joining the firm, and through the firm's intranet once I begin employment.

I acknowledge that:

- The Code of Conduct requires that certain outside activities be approved in writing after I begin employment, and I agree that, if any such required approval is denied, I will cease the relevant activity immediately;
- The Code of Conduct imposes certain responsibilities that continue after my employment with JPMorgan Chase terminates, including but not limited to, the return of property, the protection of confidential information, and assisting with investigations or litigation related to my role at JPMC;
- The Code of Conduct also requires that I safeguard confidential information, including anything that I created while working for my previous employer(s); and I understand that I am not allowed to bring any of this with me to use at JPMorgan Chase or disclose any confidential information from a prior employer unless it has already been made public through no action of my own;
- My offer of employment is contingent upon a determination by JPMorgan Chase that neither the offer nor my employment would violate, or create the appearance of violating, the firm's Code of Conduct, Anti-Corruption Policy, or Human Resources policies and practices, or any applicable laws or regulations;

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- I understand and agree that if I am an MD/SVP, ED or VP at the time of my termination I have certain additional responsibilities and restrictions that continue after my employment with the firm terminates, including a prohibition from soliciting or hiring JPMorgan Chase employees and soliciting customers; and
- It is my responsibility to be familiar with all of my post-employment obligations, and I agree to abide by those responsibilities after my employment terminates.

Independent Auditor Tax Services to Employees of JPMorgan Chase and its Affiliates:

To be in compliance with the Public Company Accounting Oversight Board (PCAOB) Rule 3523, it is JPMorgan Chase's (JPMC) policy that PricewaterhouseCoopers (PwC) cannot provide any tax services to employees of JPMC or any of its controlled entities (hereafter referred to as JPMC employee). This restriction is regardless of whether the individual is in a financial reporting oversight role or not, and whether PwC is engaged by the individual or by JPMC. PwC is also prohibited from providing any tax services to a spouse of a JPMC employee if the work is related to a joint tax return. Exceptions to this policy will be reviewed on a case-by-case basis and will require the approval of the JPMC Controller.

Signature: Nithin Prabhu G Date: **09-MAY-2019**

J.P. Morgan Services India Private Limited
Corporate Identity Number : U72900MH2000PTC124073
Registered Office: Prism Towers, Level Nos. 9 to 11, Link Road, Mindspace Goregaon (West), Mumbai - 400 104, India
Telephone: +91-22-6157 3000 Facsimile : +91 22 6125 0000

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Acknowledged by ndevadig@amazon.com (Nivedita Devadig on 7/5/2019 7 17:38 AM)

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amazon® | Internet Services Private Limited

OFFER CUM APPOINTMENT LETTER

Nivedita Narayan Devadig
House no:32/1,Veer Vittal Road, Bhatkal
Uttara Kannada – 581403
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Dear Nivedita,

On behalf of **Amazon Internet Services Private Limited**, a company incorporated under the laws of India, having its registered office at Ground Floor, Eros Plaza, Eros Corporate Centre, Nehru Place, New Delhi - 110019, Delhi (hereinafter the "Company" or "Amazon India"), we are very pleased to issue this Offer cum Appointment Letter for the position of **Cloud Support Associate** at **Bangalore**, India.

Your employment with the Company will be subject to your acceptance of this Offer cum Appointment Letter and the terms and conditions set forth hereinbelow. If you wish to accept employment with the Company, please convey your acceptance in the manner provided for by the Company. The offer of employment contained in this Offer cum Appointment Letter will expire if you have not accepted the same on or before **10 business days.**

Upon your acceptance of the offer herein, this Offer cum Appointment Letter shall form the employment contract that is a valid and binding agreement of employment between Amazon India and you, and you shall be bound by the terms and conditions stipulated herein below.

1. Date of Commencement

Your employment with Amazon India will commence on **13-Jul-2019**.

2. Duties

2.1 You will be employed in the position of **Cloud Support Associate**. Your manager will advise you about your job responsibilities after your joining with us. You will be expected to do your job to the best of your ability at all times as per the job responsibilities advised by your manager at the time of joining or as amended from time to time, as well as such other tasks as may be required by Amazon India.

2.2 You will be required to comply with Amazon India's rules, regulations and policies from time to time in force, including, without limitation, those policies set out in Amazon India's Policies and Procedures, as communicated to you. Amazon India reserves the right to

REGISTERED OFFICE :
Ground Floor, Eros Plaza, Eros Corporate Centre, Nehru Place, New Delhi - 110019, Delhi
Tel. : + 91 - 80 - 3342 0000 | Fax : +91 - 80 - 3062 5685
CIN : U72300DL2017PTC320571

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change Amazon India's Policies and Procedures from time to time at its sole discretion and you shall be bound by the same.

2.3 You acknowledge that during the course of your employment, as the business of Amazon India changes, it may be necessary to rotate you in other departments / units. Amazon India therefore reserves the right to change your role and responsibilities from time to time at its sole discretion and without assigning any reason, it being understood that you will not be assigned responsibilities which you cannot reasonably perform.

2.4 Unless specified in writing, you shall not be authorised to enter into any contractual obligations on behalf of Amazon India or its affiliates including creating a lien (statutory or other), security interest, mortgage, pledge, assignment, encumbrance, chattel or conditional sale or other title retention agreement or any other financial obligations or otherwise on behalf of Amazon India or its affiliates.

3. Hours of Work

The normal business hours of the office, at which you work, will apply to you and these will be advised on commencement of employment and when there is a change. You may be required to work in shifts for different workhours or workdays during the week depending on the business or team that you may be working for. You will be advised by your manager or department about such requirements at the time of joining and from time to time during the course of your employment, as appropriate. Certain business teams also operate on 24x7 basis and hence, may have rotational shifts or related requirements for their respective team members. Please refer to Amazon India's Policies and Procedures for further details.

4. Place of Work

Your initial place of work will be at Amazon India's facility in Bangalore. However, you should be aware that the Company and/or its affiliates have offices throughout the world and because of the nature of your duties, the Company has the right to transfer you from one place to another or from one section to another or from one unit to any other unit of the Company, its parent company or to any of its sister concerns, which are either existing or may be set up in future. The decision of the Company in this regard shall be final and binding on you.

5. Remuneration

5.1 Your Annual Base Pay will be Rs.**700,000** per annum made payable in arrears in accordance with Amazon India's standard payroll practice and subject to all lawful deductions of income tax, provident fund contribution (if any), insurances or otherwise. Your Base Pay is inclusive of both the employer`s and the employee`s provident fund contributions. Your Base Pay will be reviewed in accordance with internal performance review systems, details of which are set out in Amazon India's Policies and Procedures. If your hire date is on or before the first Monday in October of the current year, you will be eligible for a

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Tel. : + 91 - 80 - 3942 0[illegible] Fax : +91 - 80 - 3062 5685
CIN : U72200DL2015PTC[illegible]27638

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU
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Digitally signed by PRASANNA DHARWADKAR
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performance assessment and salary adjustment in the next calendar year. Ordinarily, this process occurs in the month of April each year.

5.2 Amazon India has the right to deduct from your pay/salary any sums which you may owe Amazon India, including without limitation, any over-payments or loans made to you by Amazon India or any demand raised by any judicial or quasi-judicial authority for your acts or omissions and / or losses suffered by Amazon India as a result of your negligence or breach of the terms contained in this Offer cum Appointment Letter/Amazon India's Policies and Procedures/ Confidentiality, Non-competition and Invention Assignment Agreement, or your failure to return Amazon India's property.

5.3 You will also receive a sign-on bonus of Rs.**300,000** for the first year and Rs.**200,000** for the second year, which will be paid in twelve monthly instalments, starting at the end of your first month of employment, subject to your continued employment with the Company. The said bonus amount will be payable in accordance with the Company's standard payroll practice and subject to withholding applicable taxes. If your employment with the Company is terminated for any reason during your first two years of employment, the said monthly payments will cease after the date of termination and you will not be entitled to any further payments.

6. Provident Fund

Amazon India will contribute to a Provident Fund as and when required by the Employees' Provident Fund and Miscellaneous Provision Act, 1952, and as further described in Amazon India's Policies and Procedures.

7. Leave

Amazon India will grant you leave as provided in Amazon India's Policies and Procedures. All leave scheduling and organisation will be arranged to ensure smooth business operation; your manager's approval is required prior to your scheduling or changing any leave.

8. Confidential Information

During your employment, you will have access to highly confidential information of Amazon India. Even the work done by you for Amazon India is highly confidential. You are required to execute a Confidentiality, Non-competition and Invention Assignment Agreement for protection of such confidential information. Your employment is, therefore, subject to and conditional upon you signing and returning the Confidentiality, Non-competition and Invention Assignment Agreement to Amazon India and complying with the terms thereof, at all times.

9. Non-Solicitation

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Ground Floor, Eros Plaza, Eros Corporate Centre, Nehru Place, New Delhi - 110019, Delhi
Tel. : + 91 - 80 [illegible] - 91 - 80 - 3062 5685
CIN : U72200DL20[illegible]27638

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9.1 During your employment with the Company and for a period of 12 months from the date of termination thereof, you shall not solicit or cause or authorize, directly or indirectly, to be solicited for any competitive business, for or on behalf of any person or customer, or otherwise take any action that might divert the business or patronage of any customer from the Company, or otherwise damage or alienate the relationship between the Company and any customer, vendor or supplier; and

9.2 During your employment with the Company and for a period of 12 months thereafter, you shall not solicit or attempt to influence any person employed or engaged by the Company (whether as an employee, consultant, advisor or in any other manner) to terminate or otherwise cease such employment or engagement with the Company or become the employee of, or directly or indirectly offer services in any form or manner to, yourself or any person or entity which is a competitor of the Company.

10. Employee Data Protection

10.1 You authorise Amazon India to collect, process and transfer all personal employee-related information obtained by Amazon India for the purpose of proactively managing the employment relationship.

10.2 You further authorise the transfer to, and storage of, your personal information in the worldwide employee database currently located in Seattle, Washington, U.S.A. (or such other location as Amazon India determines from time to time). Human Resources and selected management throughout the Amazon group worldwide will be authorised to access this database.

11. Exclusivity of Services

During your employment, you will be required to devote your full time, attention and abilities to your job duties during working hours, and to act in the best interests of Amazon India at all times. You shall not, without the written consent of Amazon India, be in any way directly or indirectly engaged or concerned in any other business or undertaking.

12. Termination of Employment

12.1 Your employment may be terminated by either party by giving one month's written notice (exclusive of any leaves availed during the said period) or payment of one month salary in lieu of such notice period to the other party. Amazon India holds the right to accept or deny payment in lieu of the said one month notice.

12.2 Amazon India reserves the right to terminate your employment forthwith "for cause" without advance notice and without payment of severance, in the event you:

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(i) have been found guilty of any misconduct or indiscipline after due enquiry by Amazon India;
(ii) have violated or are in breach of any of the terms of this Offer cum Appointment Letter or Amazon India's Policies and Procedures;
(iii) have been grossly negligent, or have neglected your duties, or have underperformed your duties, or have performed your duties in a manner unacceptable to Amazon India;
(iv) have suppressed any information or submitted false information with the view to obtain employment in Amazon India;
(v) are convicted for any offence under any law for the time being in force in any jurisdiction;
(vi) commit any act detrimental to the interest of Amazon India;
(vii) abstain from work for seven consecutive days without informing Amazon India; and/or
(viii) are in breach of any of the terms contained in the Confidentiality, Non-competition and Invention Assignment Agreement.

12.3 On the termination of your employment for any reason whatsoever, you will return to Amazon India, without delay, all assets belonging to Amazon India, correspondence, records, specifications, models, notes, formulations, lists, papers, reports and other documents and all copies thereof and other property belonging to Amazon India or relating to its business affairs or dealing which are in your possession or under your control. At Amazon India's option, you agree to provide a written certification of your compliance with this Section. Further, you agree to sign a termination certificate in accordance with Amazon India's Policies and Procedures, which will reaffirm your compliance of your post-termination obligations, including return of Amazon India's property/properties and compliance with the provisions of the Confidentiality, Non-competition and Invention Assignment Agreement and releasing Amazon India from all claims, liabilities and obligations. Where Amazon has made any excess payment to you as part of your relieving formalities, whether or not such excess payment is termed "Full and Final Settlement", you shall be obligated and liable to repay such excess amount forthwith upon being notified by Amazon.

13. Gratuity

Gratuity will be paid as and when required by the Payment of Gratuity Act, 1972 and as further described in Amazon India's Policies and Procedures.

14. New Hire Background Investigation

14.1 It is Amazon India's policy to investigate all its new hires. Your employment is conditional upon the information contained in your application form and/or curriculum vitae being true and accurate, including (but not limited to) your educational and professional

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qualifications, the documents furnished by you being genuine, and upon reference checks to be conducted by Amazon India being successfully completed.

14.2 You authorise Amazon India to conduct such searches with government or enforcement authorities as are necessary to enable it to verify that you do not hold any criminal convictions.

14.3 In case you are hired from campus and results for your examination are still awaited, your continued employment with Amazon India will be subject to passing the said examination and completing the course, failing which Amazon reserves the right to take action including termination of your employment without notice.

15. Foreign Nationals

15.1 In case you are not an Indian national and, under any law, are required to obtain applicable visa / work permit / authorisation or permission from appropriate government authorities to work in India, you are required to ensure all such permissions are obtained before commencement of employment with Amazon India.

15.2 You are also required to ensure all future correspondence and permissions for continued stay and employment in the country as per the governing law are complied with at all times. If required, Amazon shall be at liberty to demand copies / originals of such permission.

15.3 It is made clear that possessing valid work permit / authorisation at all times of your employment is an inherent requirement of your employment with Amazon India. Any time after the execution of this Offer cum Appointment Letter, if it is found that you do not have required work permit / visa, Amazon India shall terminate your employment, without notice, with immediate effect, without any liability towards you.

16. Other Particulars

16.1 You confirm that there are no other agreements executed by you with third parties that conflict with the terms and conditions of your employment with Amazon India or that restrict your ability to execute this Offer cum Appointment Letter and the Confidentiality, Non-competition and Invention Assignment Agreement.

16.2 You hereby represent and warrant that the information furnished by you for the purpose of your employment with the Company is true and correct to the best of your information, knowledge and belief.

16.3 You will be eligible to receive employee benefits as may be provided by Amazon India in Amazon India's Policies and Procedures.

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17. Notices

All notices issued by you to the Company or by the Company to you shall be sent either by registered post, courier through a recognised courier service provider or email transmission which shall be deemed to have been received the next working day provided the notice is also sent by registered post the next working day after email transmission.

18. Waiver

Failure of the Company to insist upon strict adherence of any term of this Offer cum Appointment Letter on any occasion/s shall not be considered a waiver thereof or deprive the Company of the right thereafter to insist upon strict adherence to that term or any other term of this Offer cum Appointment Letter.

19. Severability

The holding of any provision of this Offer cum Appointment Letter to be illegal, invalid, or unenforceable by a court of competent jurisdiction shall not affect any other provision hereof, which shall remain in full force and effect.

20. Assignment

Except as otherwise provided in this Section, this Offer cum Appointment Letter shall inure to the benefit of, and be binding upon you and your heirs, representatives, successors and assigns. Neither this Offer cum Appointment Letter nor any right or interest hereunder shall be assignable by you or your legal heirs, beneficiaries or legal representatives without the Company's prior written consent. This Offer cum Appointment Letter shall be assignable by the Company to a subsidiary or affiliate of the Company; or to any corporation, partnership, or other entity that may be organized by the Company, as a separate business unit in connection with the business activities of the Company; or to any corporation, partnership, or other entity resulting from the reorganization, merger or consolidation of the Company with any other corporation, partnership or other entity, or any corporation, partnership, or other entity to or with which all or any portion of the Company's business or assets may be sold, exchanged or transferred.

21. Employer – Employee Relationship

The relationship between the Company and you hereunder shall be solely that of an employer and employee and and no modification of responsibility or compensation made hereinafter shall be construed so as to constitute the relationship of partners or joint venturers or so as to as to construe you as an independent contractor of the Company.

22. Liability for Breach

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You acknowledge and accept that your breach of any of the terms contained in this Offer cum Appointment Letter, Amazon India's Policies and Procedures or in the Confidentiality, Non-competition and Invention Assignment Agreement may cause the Company irreparable harm for which there is no adequate remedy at law, and therefore, the Company shall be entitled to the issuance by a court of competent jurisdiction of an order of injunction, restraining order, or other equitable relief in favor of itself, without the necessity of posting a bond, restraining you from committing or continuing to commit any such violation. Exercise or waiver by the Company of its rights to obtain an injunction, restraining order, or other equitable relief hereunder shall not be deemed a waiver of any right to assert any other remedy the Company may have at law or in equity. In any legal action or other proceeding by the Company against you in connection with this Offer cum Appointment Letter (e.g., to recovery of damages or other relief), the Company will be entitled to recover its reasonable attorneys' fees and other costs incurred.

23. Authorization to Notify New Employer

You hereby grant consent to the Company to notify any of your new employer/s about your rights and obligations under this Offer cum Appointment Letter.

24. Governing Law and Jurisdiction

Your employment, and any disputes which may arise under, out of, or in connection with your employment, shall be governed by and construed in accordance with the laws of India; and the Courts having territorial jurisdiction over the registered office of the Company shall alone have exclusive jurisdiction to try and entertain such disputes to the exclusion of any other Courts situated elsewhere.

25. Agreement/Modifications

The terms described in this Offer cum Appointment Letter, Amazon India's Policies and Procedures, and the Confidentiality, Non-competition and Invention Assignment Agreement will cumulatively constitute the terms of your employment, and shall supersede any previous discussions, offers or agreements relating to your employment, or the subject matter hereof. Any additions to, deletions of, or modifications of these terms are valid and effective only if the same are carried out in writing and signed by you and an officer of Amazon India.

26. Headings

The Section headings appearing in this Offer cum Appointment Letter are used for convenience of reference only and shall not be considered a part of this Offer cum Appointment Letter or in any way modify, amend or affect the meaning of any of its provisions.

27. Survival

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Your obligations under Sections 9, 10, 12, 18, 19, 20, 22, 23, 24 and this Section 27hereof shall survive the termination of this Offer Cum Appointment Letter and of your employment with the Company.

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Tel. : + 91 - 80 - 6741 [illegible] - 91 - 80 - 3062 5685
CIN : U72200DL2012PTC[illegible]27638

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You undertake to be bound by any rules and regulations enforced by Amazon India from time to time in relation to the conduct, discipline, medical leave and holidays or on any matters relating to service conditions which will be deemed as rules, regulations and order as a part of these terms of employment.

For and on behalf of Amazon Internet Services Private Limited

AUTHORIZATION

By

Signed by:JAYANTA GHOSH
Date: 2019.07.04 10:34:12 +05:30
Location: India

ACCEPTANCE

I acknowledge receipt of this Offer cum Appointment Letter and, after reading and understanding the same, I accept Amazon India's offer of employment on the terms set out in this Offer cum Appointment Letter.

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

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Incture Technologies Pvt. Ltd.
Salarpuria Sattva Aura
Outer Ring Road, Kadubeesanahalli
Bangalore - 560103, Karnataka, India
GST Registration No. 29AABCI4613F1ZS
CIN - U72200KA2005PTC037156

Phone - +91 -80- 67832000
E-mail - info@incture.com
www.incture.com

Date: 23 AUGUST 2018

Dear Nivedita Narayan Devadig

We are pleased to extend to you an offer of employment with Incture Technologies on the following terms and conditions:

Training

You will undergo a training program with the Company for 3 months tentatively starting from June 2019 and will be paid a stipend of **Rs 15,000** per month during this period. However, the company reserves the right to extend the training for a further period of **3 months** if your performance is not found satisfactory.

Compensation

Upon Successful completion of your training, you will be paid an Annual Total Rewards of INR 5,50,000 PA which includes 10% of Integrated Variable Pay and Eklavya Bonus of INR 50,000. The details of your compensation are mentioned in the Annexure 1 (refer below).

Place & mobility

You work location is Bangalore. During your employment with us, you may be required to travel/ relocate to various Client locations based on the Company's business requirements.

Date of Employment

Upon satisfactory completion of the training period with a formal performance review, you shall be confirmed on the permanent roles of the Company. The exact dates will be intimated accordingly. Your joining will be subject to completion of your course without arrears and on submission of documentary proof and evidence at the time of joining.

Joining Documents

You are required to carry the following documents on the date of joining.

1. Originals and photocopies of 10th, 12th Marksheet and Certificates.
2. Originals and photocopies of all Graduate/ Post Graduate Marksheet and Certificates.
3. Pan Card
4. Aadhar Card
5. Permanent Address proof
6. 4 Passport size photographs

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ANNEXURE 1

Annual Compensation Structure			
S. No.	Components	Monthly (INR)	Annually (INR)
1	Basic Pay	15,000	180,000
2	Basket of Benefits	12,200	146,400
3	Special Allowance	5,525	66,304
Total Fixed Cash Pay		**32,725**	**392,704**
4	Retiral Benefits		
	Provident Fund	3,774	45,288
	Gratuity	NA	8,658
5	Group Insurance	NA	3,350
Total Gross Pay			**450,000**
6	Integrated Variable Pay*	NA	50,000
Cost to Company			**500,000**
7	Eklavya Bonus **		50,000
Total Annual Rewards			**550,000**

* The Integrated Variable pay is governed by the Integrated Variable pay policy of the Company and amount payable will be determined based on the performance of individual, unit and company. The Individual performance would be based on role specific outcomes or achievements like Project performance, top clocker etc as per the specified guidelines.

**Eklavya Bonus amount will be paid out as per company's bonus pay out guidelines

Nivedita , we welcome you to Incture. We would appreciate your confirmed acceptance of the above by signing and returning us the duplicate copy of this letter.
We look forward to a long-term mutual association.

For **Incture Technologies (P) Ltd.,**

Sethulekshmi
Manager – Human Resources

I have understood the offer proposal and here by sign my acceptance.
Date: 24/02/2018
Name: Nivedita Narayan Devadig
Signature:

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NAME : Niveditha N Somayaji
BRANCH : CSE
USN : 4JC15CS070

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INTERNSHIP LETTER

Niveditha N Somayaji
2/41, Mullugudde, Shivapura, Karkala Taluk
Udupi – 576112
KA
IND

Dear Niveditha,

On behalf of **Amazon Internet Services Private Limited**, a company incorporated under the laws of India, having its registered office at Ground Floor, Eros Plaza, Eros Corporate Centre, Nehru Place, New Delhi - 110019, Delhi (hereinafter the "Company" or "Amazon India"), we are very pleased to issue this Internship Letter for the position of an **Intern** at **Bangalore**, India.

Your internship with the Company will be subject to your acceptance of this Internship Letter and the terms and conditions set forth hereinbelow on or before 10 business days in the manner provided for by the Company.

Upon your acceptance of this Internship Letter, the same shall form a valid and binding agreement between Amazon India and you, and you shall be bound by the terms and conditions stipulated herein below.

1. Date of Commencement

Your internship with Amazon India will commence on **11-Feb-2019** and shall end as per the provisions contained in Section 12 herein below. The said duration of internship shall hereinafter be referred to as the "Term".

2. Duties

2.1 You will be engaged in the position of **Cloud Support-Intern**. Your manager will advise you about your duties and responsibilities after your joining with us. You will be expected to perform your duties to the best of your ability at all times as per the responsibilities advised by your manager at the time of joining or as amended from time to time, as well as such other tasks as may be required by Amazon India.

2.2 You will be required to comply with Amazon India's rules, regulations and policies from time to time in force, including, without limitation, those policies set out in Amazon India's

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CN=SOKKALINGAM ARUMUGAM DHANARAJ, SERIALNUMBER=09c71c74300505...d3f0bf7df6ea45d76c824ff43c67a40809bf8f414209 57aa, ST=Karnataka, PostalCode=570006, Phone=6c62dc6a97e4c1a626...1dd89ff89c15c36e9252e3ca1b465469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND TECHNOLOGY UNIVERSITY, C=IN
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Policies and Procedures (as may be applicable to you), as communicated to you. Amazon India reserves the right to change Amazon India's Policies and Procedures from time to time at its sole discretion and you shall be bound by the same, so far as may be applicable to you.

2.3 You acknowledge that during the Term, as the business of Amazon India changes, it may be necessary to rotate you in other departments / units. Amazon India therefore reserves the right to change your role and responsibilities from time to time at its sole discretion and without assigning any reason, it being understood that you will not be assigned responsibilities which you cannot reasonably perform.

2.4 Unless specified in writing, you shall not be authorised to enter into any contractual obligations on behalf of Amazon India or its affiliates including creating a lien (statutory or other), security interest, mortgage, pledge, assignment, encumbrance, chattel or conditional sale or other title retention agreement or any other financial obligations or otherwise on behalf of Amazon India or its affiliates.

3. Hours of Work

The normal business hours of the office, at which you work, will apply to you and these will be advised on commencement of internship and when there is a change. You may be required to work in shifts for different workhours or workdays during the week depending on the business or team that you may be working for. You will be advised by your manager or department about such requirements at the time of joining and from time to time during the course of your internship, as appropriate. Certain business teams also operate on 24x7 basis and hence, may have rotational shifts or related requirements for their respective team members. Please refer to Amazon India's Policies and Procedures for further details.

4. Place of Work

Your initial place of work will be at Amazon India's facility in Bangalore. However, you should be aware that the Company and/or its affiliates have offices throughout the world and because of the nature of your duties, the Company has the right to transfer you from one place to another or from one section to another or from one unit to any other unit of the Company, its parent company or to any of its sister concerns, which are either existing or may be set up in future. The decision of the Company in this regard shall be final and binding on you.

5. Remuneration

5.1 Your internship stipend will be Rs.**40,000** per month made payable in arrears and subject to all lawful deductions of tax.

5.2 Amazon India has the right to deduct from your stipend any sums which you may owe Amazon India, including without limitation, any over-payments or loans made to you by Amazon India or any demand raised by any judicial or quasi-judicial authority for your acts

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or omissions and / or losses suffered by Amazon India as a result of your negligence or breach of the terms contained in this Internship Letter/Amazon India's Policies (as may be applicable to you), or your failure to return Amazon India's property.

5.3 You will be reimbursed for any reasonable expenses incurred by you in the course of the performance of your internship on behalf of Amazon India, subject to your compliance with the Expenses Policy contained in Amazon India's Policies and Procedures (as may be applicable to you).

6. Leave and Benefits

You will not be entitled to any leaves or such other employee benefits during the term of your internship with Amazon India.

7. Confidential Information and Confidentiality Obligations

7.1 "Confidential Information" means and includes any information that relates to the business of the Company that is not generally available to the public. Without limiting the foregoing, Confidential Information includes:

(1) the identity of, contractual terms with, and any information relating to, the Company's business partners, customers, services clients, sellers, agents, employees, contractors, investors, joint venturers, vendors, or suppliers and the terms on which the Company does business with each such entity, or generally;

(2) computer code (including source code and object code) or software developed, modified, or used by the Company;

(3) data of any sort compiled by the Company, including, but not limited to, data relating to products and services, advertising and marketing, and existing or prospective customers, clients, vendors, or business partners;

(4) algorithms, procedures or techniques, or the essential ideas and principles underlying such algorithms, procedures or techniques, developed by, or whose workings are otherwise known to, the Company (but excluding any public domain algorithms, procedures, or techniques), whether or not such algorithms, procedures or techniques are embodied in a computer program, including, but not limited to, techniques for identifying prospective customers, communicating effectively with prospective or current customers, reducing operating costs, or increasing system reliability;

(5) the fact that the Company uses, has used, or has evaluated for potential use any particular database, source of data, algorithm, procedure or technique, or the essential ideas and principles underlying such algorithm, procedure or technique, developed or supplied by a party other than the Company (including any

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algorithms, procedures or techniques in the public domain), whether or not such algorithms, procedures or techniques are embodied in a computer program;

(6) pricing or marketing strategies developed, investigated, acquired (from a third party or otherwise), evaluated, modified, tested or employed by the Company, or any information related to, or that might reasonably be expected to lead to, the development of such strategies;

(7) information about the Company's future plans, including, but not limited to, plans for expanding into new products, geographical areas, market segments, or services;

(8) any information that would typically be included in the Company's financial statements, including, but not limited to, the amount of the Company's assets, liabilities, net worth, revenues, expenses, or net income;

(9) the following information which shall hereinafter be referred to as the "Disclosure Information":

(a) any and all algorithms, procedures or techniques related to the Company's business activities or to your work with the Company, and the essential ideas and principles underlying such algorithms, procedures or techniques, conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your internship with the Company, whether or not such algorithms, procedures or techniques are embodied in a computer program;

(b) any and all pricing or marketing strategies, the essential ideas and principles on which such strategies are based, and any information that might reasonably be expected to lead to the development of such strategies, conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your internship with the Company;

(c) information relating to any and all products and services, and the essential ideas and principles underlying any and all products and services, conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your internship with the Company, whether or not such products or services are marketed, sold, or provided by the Company; and

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(d) any other ideas or information conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your internship with the Company, if the idea or information could reasonably be expected to prove useful or valuable to the Company;

(10) any other information gained in the course of your internship with the Company that could reasonably be expected to prove deleterious to the Company if disclosed to third parties, including without limitation, any information that could reasonably be expected to aid a competitor or potential competitor of the Company in competing more effectively with the Company;

(11) any information received by the Company from third parties, whether or not under obligation of confidentiality;

(12) any information derived from any of the above, including any intellectual property rights attached thereto; and

(13) any copies of the above mentioned information.

7.2 Confidentiality Obligations:

(i) You acknowledge that you have acquired and/or will acquire Confidential Information during the course of, or incident to, your internship with the Company, and that the ability of the Company to continue in business could be seriously jeopardized if such Confidential Information were to be used by you or by other persons or firms to compete with the Company. Accordingly, you agree that you shall not, directly or indirectly, at any time, during the term of your internship with the Company or at any time thereafter, and without regard to when or for what reason, if any, such internship shall terminate, use or cause to be used any Confidential Information in connection with any activity or business except the business of the Company, and shall not disclose or cause to be disclosed any Confidential Information to any individual, partnership, corporation, or other entity unless such disclosure has been specifically authorized in writing by the Company, or except as may be required by any applicable law or by order of a court of competent jurisdiction, or any regulatory or governmental body. Further, you agree that you will give the Company prompt notice of any such order/direction of a court/ regulatory or governmental body so that the Company may seek relief by way of a protective order or other appropriate remedy, and further will provide any assistance which the Company may reasonably require in order to secure such order or such remedy (with your expenses reasonably incurred in providing such assistance to be reimbursed by the Company). In the event such protective order or other remedy is not

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obtained, you shall furnish only that portion of the Confidential Information which is legally required by the governmental entity or regulatory authority; and will use reasonable efforts to obtain confidential treatment for any Confidential Information so disclosed.

(i) During the course of your internship with the Company and at the date of termination thereof (hereinafter the "Date of Termination"), you shall promptly disclose and deliver over to the Company, without additional compensation, in writing, or in such form and manner as the Company may reasonably require, the Disclosure Information defined in Section 7.1(9) hereinabove, to the extent that such disclosure could reasonably be expected to be of interest to the Company.

(i) Nothing in this Internship Letter shall be deemed to dilute or waive any rights related to the protection of trade secrets that the Company may have under common law or any applicable statutes.

8. Intellectual Property Rights

8.1 All patents, copyrights, trade secrets, trade/commercial names, proprietary rights, logos, slogans and all other intellectual property rights developed by or for the Company by any person, including but not limited to intellectual property rights relating to any and/or all of the Confidential Information, ("Intellectual Property Rights") shall be owned by the Company.

8.2 For good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, you hereby agree to irrevocably, perpetually and unconditionally sell, assign, transfer and convey to the Company and its successors your entire right, title and interest in the Confidential Information and/or Intellectual Property Rights and any improvements thereto throughout the world, including, without limitation:

(i) all patents, copyrights, trade secrets, trade/commercial names, logos, other proprietary rights and all other intellectual property rights in the Confidential Information and all rights to secure registrations, renewals and extensions of the same;

(i) all rights to make, have made, use, practice, import, export and otherwise fully exploit the Confidential Information and any and all improvements that you or Company may hereafter make or develop;

(i) all rights to file and prosecute applications for patent, copyright and all other intellectual property protection covering the Confidential Information and improvements thereon, and the processes and designs embodied therein, in India, the United States and in every other country and jurisdiction throughout the world;

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(i) all rights under any patent, copyright and all other intellectual property which may be issued on the Confidential Information or the improvements thereon, and any processes and designs therein, and all rights to enjoy the same; and

(i) all documents, notes, notebooks, drawings, schematics, prototypes, magnetically encoded media, electronically stored information, or other materials related to the Confidential Information.

8.3 During the period of your internship with the Company and as may be reasonably necessary subsequent to your internship, you agree to cooperate with the Company as may be necessary to obtain patent, copyright and all other intellectual property protection for the Intellectual Property Rights and improvements thereto throughout the world and agree to do such further acts and execute and deliver to the Company such instruments as may be required to perfect, register or enforce the Company's ownership of the rights assigned, transferred or conveyed. If such cooperation is required after the Date of Termination, the Company shall compensate you at a reasonable rate for the time and related expenses actually spent by you at the Company's request. If you fail or refuse to execute any such instruments, you hereby appoint the Company as your attorney-in-fact to act on your behalf and to execute such instruments. This appointment shall be irrevocable and deemed to be a power coupled with an interest.

8.4 For the purposes of the assignment, transfer or conveyance referred to hereinabove, you acknowledge and covenant that your internship with the Company and the benefits received thereunder shall be treated as good and valuable consideration and that you are not entitled to any further consideration in any form or manner whatsoever in relation thereto.

8.5 Notwithstanding any other provision hereof to the contrary, this Internship Letter does not obligate you to assign or offer to assign to the Company any of your rights in an invention for which no equipment, supplies, facilities, Intellectual Property Rights, Confidential Information or trade secret information of the Company was used and which was developed entirely on your own time, unless (a) the invention relates (i) directly to the business of the Company, or (ii) to the Company's actual or demonstrably anticipated research or development, or (b) the invention results from or is related to, any work performed by you for the Company.

8.6 No Grant of Rights.

You agree that all rights, title and interest in the Intellectual Property Rights and Confidential Information shall be owned exclusively by the Company. Nothing herein contained shall be construed as a grant by implication, estoppel or otherwise, of a license of any kind by either you to the Company, or by the Company to you, for example, to make, have made, use or sell any product using the Intellectual Property Rights, Confidential Information, or as a license under any patent, patent application, utility model, copyright, mask work right, or any other intellectual property right.

9. Data Protection

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9.1 You authorise Amazon India to collect, process and transfer all your personal information obtained by Amazon India for the purpose of proactively managing the relationship.

9.2 You further authorise the transfer to, and storage of, your personal information in the worldwide database currently located in Seattle, Washington, U.S.A. (or such other location as Amazon India determines from time to time). Human Resources and selected management throughout the Amazon group worldwide will be authorised to access this database.

10. Exclusivity

During your internship, you will be required to devote your full time, attention and abilities to your assignment, and to act in the best interests of Amazon India at all times. You shall not, without the written consent of Amazon India, be in any way directly or indirectly engaged or concerned in any other business or undertaking or undertake any internship therein.

11. Relationship of parties

This internship opportunity neither creates the relationship of employer and employee between the Company and you, nor does it assure or guarantee future employment with the Company.

12. Termination of Internship

12.1 Your internship will automatically end on **12-Jul-2019**, unless terminated earlier as per the provisions of this Section.

12.2 This Internship Letter may be terminated either by the Company or by you at any point of time during the Term, without providing any reasons for such termination. Such termination shall be valid and effective only if communicated to the other party in writing at least one day prior to the date of termination.

12.3 On the expiry or sooner termination of your internship for any reason whatsoever, you will return to Amazon India, without delay, all assets belonging to Amazon India, correspondence, records, specifications, models, notes, formulations, lists, papers, reports and other documents and all copies thereof and other property belonging to Amazon India or relating to its business affairs or dealing which are in your possession or under your control. At Amazon India's option, you agree to provide a written certification of your compliance with this Section. Further, you agree to sign a termination certificate in accordance with Amazon India's Policies and Procedures, which will reaffirm your compliance of your post-termination obligations, including return of Amazon India's property/properties and releasing Amazon India from all claims, liabilities and obligations. Where Amazon has made any excess payment to you as part of your relieving formalities,

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whether or not such excess payment is termed "Full and Final Settlement", you shall be obligated and liable to repay such excess amount forthwith upon being notified by Amazon.

13. Background Investigation

13.1 It is Amazon India's policy to investigate all its new interns. Your internship is conditional upon the information contained in your application form and/or curriculum vitae being true and accurate, including (but not limited to) your educational and professional qualifications, the documents furnished by you being genuine, and upon reference checks to be conducted by Amazon India being successfully completed.

13.2 You authorise Amazon India to conduct such searches with government or enforcement authorities as are necessary to enable it to verify that you do not hold any criminal convictions.

14. Foreign Nationals

14.1 In case you are not an Indian national and, under any law, are required to obtain applicable visa / work permit / authorisation or permission from appropriate government authorities to work in India, you are required to ensure all such permissions are obtained before commencement of internship with Amazon India.

14.2 You are also required to ensure all future correspondence and permissions for continued stay and internship in the country as per the governing law are complied with at all times. If required, Amazon shall be at liberty to demand copies / originals of such permission.

14.3 It is made clear that possessing valid work permit / authorisation at all times of your internship is an inherent requirement of your internship with Amazon India. Any time after the execution of this Internship Letter, if it is found that you do not have required work permit / visa, Amazon India shall terminate your internship, without notice, with immediate effect, without any liability towards you.

15. Representations and Warranties

You hereby represent and warrant to the Company that:

15.1 you shall not, during the course of your internship with the Company, use or disclose any document/s that in any way constitutes confidential, proprietary of trade secret information of a third party, except pursuant to written authorization by such third party to do so;

15.2 you are not in unauthorized possession or control of any document/s that in any way constitutes confidential, proprietary of trade secret information of a third party;

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15.3 You confirm that there are no other agreements executed by you with third parties that conflict with the terms and conditions of your internship with Amazon India or that restrict your ability to execute this Internship Letter.

15.4 You hereby represent and warrant that the information furnished by you for the purpose of your internship with the Company is true and correct to the best of your information, knowledge and belief.

16. Notices

All notices issued by you to the Company or by the Company to you shall be sent either by registered post, courier through a recognised courier service provider or email transmission which shall be deemed to have been received the next working day provided the notice is also sent by registered post the next working day after email transmission.

17. Waiver

Failure of the Company to insist upon strict adherence of any term of this Internship Letter on any occasion/s shall not be considered a waiver thereof or deprive the Company of the right thereafter to insist upon strict adherence to that term or any other term of this Internship Letter.

18. Severability

The holding of any provision of this Internship Letter to be illegal, invalid, or unenforceable by a court of competent jurisdiction shall not affect any other provision hereof, which shall remain in full force and effect.

19. Liability for Breach

You acknowledge and accept that your breach of any of the terms contained in this Internship Letter and/or Amazon India's Policies and Procedures (as may be applicable to you) may cause the Company irreparable harm for which there is no adequate remedy at law, and therefore, the Company shall be entitled to the issuance by a court of competent jurisdiction of an order of injunction, restraining order, or other equitable relief in favor of itself, without the necessity of posting a bond, restraining you from committing or continuing to commit any such violation. Exercise or waiver by the Company of its rights to obtain an injunction, restraining order, or other equitable relief hereunder shall not be deemed a waiver of any right to assert any other remedy the Company may have at law or in equity. In any legal action or other proceeding by the Company against you in connection with this Internship Letter (e.g., for recovery of damages or other relief), the Company will be entitled to recover its reasonable attorneys' fees and other costs incurred.

20. Governing Law and Jurisdiction

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Your internship, and any disputes which may arise under, out of, or in connection with your internship, shall be governed by and construed in accordance with the laws of India; and the Courts having territorial jurisdiction over the registered office of the Company shall alone have exclusive jurisdiction to try and entertain such disputes to the exclusion of any other Courts situated elsewhere.

21. Agreement/Modifications

The terms described in this Internship Letter and in Amazon's Policies and Procedures (as may be applicable to you), will cumulatively constitute the terms of your internship, and shall supersede any previous discussions, offers, or agreements relating to your internship, or the subject matter hereof. Any additions to, deletions of, or modifications of these terms are valid and effective only if the same are carried out in writing and signed by you and an officer of Amazon India.

22. Headings

The Section headings appearing in this Internship Letter are used for convenience of reference only and shall not be considered a part of this Internship Letter or in any way modify, amend or affect the meaning of any of its provisions.

23. Survival

Your obligations under Sections 7, 12, 17, 18, 19, 20 and this Section 23 hereof shall survive the termination of this Internship Letter and of your internship with the Company.

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amazon® | Internet Services Private Limited

You undertake to be bound by any rules and regulations enforced by Amazon India from time to time in relation to the conduct, discipline, medical leave and holidays or on any matters relating to service conditions which will be deemed as rules, regulations and order as a part of these terms of internship.

For and on behalf of Amazon Internet Services Private Limited

AUTHORIZATION

By

Signed by:PRIYANKA VASHIST
Date: 2019.01.30 12:51:39 +05:30
Location: India

ACCEPTANCE

I acknowledge receipt of this Internship Letter and, after reading and understanding the same, I accept the same on the terms set out herein.

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L&T Technology Services

Ref: LTTS/HR/ET/2019/ 235

Date: 16.08.16

Name: PALLAVI M S

Issued By	: JASON S.S
Signature	: Jason
Date	: 16.08.16

Offer Of Intent

Dear Pallavi,

Greeting from L&T Technology Services Ltd.!

We are pleased to make you this offer of intent for the position of **Associate Engineer.** We trust that this opportunity finds you mutually excited about your new employment with L&T Technology Services (hereinafter referred as "Company"). We reiterate that you have made the right decision and we are certain that you will have a great career with us!

Upon your acceptance of this Offer of Intent and subject to you meeting all the applicable requirements under this Offer of Intent, we shall share a detailed Appointment Letter, which will outline the specific employment terms and conditions. Please note this Offer of Intent is not an offer or offer of employment or a legally binding contract of employment.

The content of this Offer of Intent are strictly between you and the Company. Please treat this Offer of Intent and the contents here as personal and confidential.

This Offer of Intent is valid subject to you

- Having secured more than 60% in SSC / X and HSC / XII std (10th and 12th).
- Having secured 60% aggregate in Engineering Graduation
- Passing the final year examination of Graduation in the first attempt.
- Found medically fit by the Company authorized doctors.
- Submitting a Service Agreement, agreeing to serve the company for a period of 2 years from the date of commencement of training.
- Submitting all necessary documents at the time of joining
- No drop in any semester/ year throughout the course

If any information provided by you during the selection process is found to be incorrect and / or false, the Company reserves the right to revoke this Offer of Intent without any notice.
This Offer of Intent is also contingent upon us working together to determine an appropriate start date for your employment. The training is for a period of one year comprising of class-room / on the job training. The date of commencement of training and venue for reporting will be intimated to you at a later date.

You will be continuously assessed during your training. If you do not complete the class room / on the job training to our satisfaction, your appointment automatically stand cancelled.

During the period of training, your stipend will be INR 4,00,012/- per annum.

On successful completion of training, you can be posted / transferred to any of our SEZ / STPI sites across India. Your employment will be governed by the rules, regulations and policies of the company.

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

Signature Not Verified

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L&T Technology Services

Ref:LTTS/HR/ET/2019/235

Date:

Issued By	: JASON S.S
Signature	: Jason
Date	: 16.08.18

If the above stated terms are acceptable to you, kindly sign and return the duplicate copy of this Offer of Intent within ten (10) days from the date of issue. If we do not receive your acceptance within the stipulated time frame , this Offer of Intent will be deemed to have been rejected by you.

All communications / notices should be addressed to:

Human Resource Dept – Talent Acquisition (Campus Hiring)
L&T - Technology Services, SEZ Unit II,
Hazel-Block L3, Ground Floor, Manyata Embassy Business Park,
Nagawara, Bangalore 560045

Congratulations on your selection to be part of L&T Technology Services Ltd.!!!

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

Yours truly,
For L&T Technology Services Limited

Krishnakumar Nair
Head – Talent Acquisition

Acceptance by applicant below

I have read this Offer of Intent and accept the same

Name: PALLAVI M.S

College: SRI JAYACHAMARAJENDRA COLLEGE OF ENGINEERING

Signature Pallavi MS

Date: 20/08/2018

Signature Not Verified

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20th December, 2018

Pallavi M S,

#905/45, 4th Main, 3rd Cross,

Vidyaranyapuram, Mysore-570008, Karnataka.

Sub: Offer of Internship

Dear Pallavi,

Thank you for investing your time to pursue an opportunity with Schneider Electric India Private Limited.

We are delighted in offering you an internship with Schneider as an "Intern".

Following are the terms and conditions connected with your employment:

1. **Compensation & Benefits:**

During the period of internship, you will receive a stipend of INR 25,000 per month. You will not be entitled to any other allowances or benefits during the period of internship. You will receive the stipend in Bank Account.

2. **Employment Conditions:**

Your services will be governed by general service conditions as given below:

a) ***Internship Period:*** The internship shall be for a period of 5 months starting 7th January 2019 till 7th June 2019. During the internship, you will be under the Guidance of **Mr Santosh Subramanya** Schneider Electric.

b) ***Working Hours*:** The regular working hours will be from Monday to Friday starting from 8:00 a.m. to 5:00 p.m.

c) ***Leave:*** You will be entitled for one day leave, each month during the period of internship. Leave can be availed based on the approval of the concerned Manager

d) ***Code of Conduct*:** You are expected to operate with the highest degree of initiative, economy, efficiency and responsibility. You will at all time act bearing in mind the best interests of the company.

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Signed by: PRASHANTH KUMAR M
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e) ***Termination:*** During the internship period, however, the company has the sole right to terminate your services without giving any notice in case of low performance or disciplinary issues.

f) ***Confidentiality:*** 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 the company. Therefore, you have to ensure that you maintain confidentiality of all the information made available to you during the internship programme, and also you shall not divulge or disclose any such Confidential Information even after the completion of the Internship programme directly or indirectly without explicit consent of the Company.

g) ***Protection of Interest*:** If you conceive any new or advanced methods of improving process / formulae / system in relation to the operation of the Company, such development should be fully communicated to the company and will be and remain sole right / property of the company.

h) During the period of internship, the company will be at liberty to extend the internship period, if it so desires at its sole discretion.

i) You will be considered for regularization of services, i.e., Pre-Placement Offer, in the company based on your performance during the internship and subject to requirement of the Company.

j) In the event of discontinuation of internship, either side will give a prior notice in writing. However, your notice of discontinuation shall be subject to the terms and condition stated in the Service Agreement.

k) Your stipend payment term is strictly confidential between you and the Company. You will be obliged to maintain absolute secrecy of the terms and conditions.

3. Our Principles Of Responsibility

As an employee of the Company, you shall always abide by the Principles of Responsibility of the Company, a copy of which shall be separately provided to you. You understand clearly that any conduct which is not compliant to the said Principles shall be treated gross violation of the terms of your contract with the Company.

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In particular you shall inter- alia comply with the following

1. CONFIDENTIALTY

a. You understand and agree that the Company is engaged in a highly competitive business; that the Company has invested considerable resources of its time and money in developing its products, services, supply sources, vendors, goodwill, clients, techniques, client lists, manuals, software, drawings, designs, technical data tools, records, documents, and other trade secrets and confidential information; that the success of the Company depends, among other things, Upon maintaining strict secrecy of the Confidential Information and that upon and during your Employment the Company has provided and will provide you access to and valuable knowledge. Regarding the Company's trade secrets and confidential information, and that the Company's willingness to employ you and to provide you access to its trade secrets and confidential information is strictly conditioned upon:

(i) the protection of the Company's trade secrets and confidential information for the Company's sole and exclusive benefit,

(ii) the retention of your expertise and leadership for the sole and exclusive benefit of the Company, and not for any competitor, and

(iii) the protection of the Company against your use for the benefit of any competitor of the valuable skills you will acquire, develop and/or refine by virtue of employment with the Company under this Agreement

You will not at any time, without the consent of the Appointing Authority, disclose or divulge or make public except on legal obligation any information about the Company's business and affairs or secrets whether the same may be confided to you or become known to you in the course of your services with the Company or otherwise, to any other individual or Institution or any customer, while in the services of the Company or even after you leave the services.

b. You shall not, without the prior written consent of the Company (which may be given or withheld at the absolute discretion of the Company), whether directly or indirectly, publish any opinion, fact or material or deliver any lecture or address or communicate with any representation of the media or at any public forum any Confidential Information.

c. You acknowledge and agree that in the event of any breach of any covenant or promise set forth herein, the Company shall be entitled to seek judicial remedies for the redress of such breach, including, without limitation, the right to seek injunctive relief.

The term "***Confidential Information***" as used in this Agreement shall mean and include any information, manufacturing process, data, drawings, designs and know-how, marketing strategy, customer database, vendor details, client lists, manuals, records, documents relating to the business of the Company or that of any parent, subsidiary or affiliate of the Company (**Group Company**) that is

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disclosed to an employee by the Company or known by an employee as a result of his/her employment with the Company and not generally within the public domain (whether constituting a trade secret or not).

2. INTELLECTUAL PROPERTY RIGHTS

Any Inventions in whole or in part conceived, made or reduced to practice by you (either solely or in conjunction with others) during or after the term of your employment by the Company which are made through the use of any of the Confidential Information or any of the Company's equipment, facilities, supplies, trade secrets or time, or which relate to the Company's business or the Company's research and development, or which result from any work performed by you for the Company shall belong solely and exclusively to the Company and shall be deemed part of the Confidential Information for purposes of this Agreement, whether or not available in a tangible medium of expression. Without limiting the foregoing, any such Inventions will be deemed to be "*works made for hire*" and the Company will automatically be deemed to be the owner thereof, provided that in the event and to the extent such works are determined not to constitute "*works made for hire*" as a matter of law, you hereby irrevocably assign and transfer to the Company all right, title and interest in and to any such Inventions, including but not limited to all related patents, copyrights and all applications therefor and filings and notifications with respect thereto.

3. NON-SOLICITATION & NON-COMPETITION

a. In consideration of your rights under this Agreement, you shall not, during the course of employment under this agreement and for a period of three (3) years after the date of termination of employment, whether directly or indirectly and whether on your own account or otherwise : (i) canvass, solicit or entice away the Company's business from any of the customers or vendors of the Company; or (ii) induce or seek to induce any employee of the Company to leave his employment with the Company; or (iii) offer employment or an engagement to any employee of the Company or any Group Company.

b. You shall not, during the course of your employment and during the mandatory notice period of three (3) months, subject however to the full and proper handing over charge of obligations and assets, whether directly or indirectly and whether on your own account or otherwise, be employed, engaged, concerned or interested in any trade, occupation or business which is the same or similar to, or which, in the opinion of the Company, is in competition with or is likely to be in competition with the Company or any Group Company in any geographic area in which the Company or such Group company actively engages in or intends to engage in.

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SERIALNUMBER=09c1674300500 [illegible] 43c67a40809f6f41420957ae, S=Karnataka, PostalCode=570006, [illegible] 11dd89ff89c15c36e9252e3ca1 [illegible]009, OU=REGISTRAR, O=JSS SCIENCE AND TECHNOLOGY UNIVERSITY, C=IN
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4. GENERAL CONDUCT

You shall abide by all employees related rules, regulations and policies as may be in force from time to time. Details of the general rules of the Company and the provisions relating to other benefits are contained in the Employee Handbook which shall be provided to you..

You shall follow the guidelines as per the Company's Code of Conduct, including but not limited to:

(i) all official procedures of the Company
(ii) immediately inform your superiors of any risks known to you,
(iii) not accept any monetary/non-monetary gift, reward, payment or benefit from any supplier or customer of the Company,
(iv) not make any offer or grant any payment or benefit to any person or organization in exchange for obtaining any contract or orders,
(v) not hold any personal interest in any supplier or a competing business with any person,
(vi) comply with the confidentiality covenants contained herein,
(vii) avoid any behaviour or action which harms or may harm the integrity or interests of the Company,
(viii) in case of possession of price-sensitive information, such information may only be used in the proper execution of your assignment and duties.
(ix) act independently, professionally and honestly with all external business contacts.
(x) avoid conflict of interest, entangling professional and personal interests, or any appearance of such entanglement,
(xi) not enter into private transactions with suppliers and other business contacts of the Company (such as brokers) and not enter into transactions for and on behalf of the Company on terms and conditions other than those used by the Company in the normal course of business,
(xii) you shall obey the lawful and reasonable orders of your superiors and discharge your duties entrusted to you loyally, honestly and diligently,
(xiii) you shall work in cooperation and coordination with other employees so as to facilitate an efficient workflow
(xiv) If it is found that you have misrepresented any information in your application for employment or at the time of interview, or have furnished any false.
(xv) Information or have concealed or suppressed any relevant material facts, your services are liable to be terminated any time, without any notice or compensation in lieu thereof.

Signature Not Verified
Digitally signed by PRANAB DHAR
Date: 02.02.2024 22:35
SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

5. EQUAL EMPLOYMENT OPPORTUNITIES

The company and its policies actively promote the principles and practices of equal opportunity in the workplace. Harassment and discrimination of any form is taken seriously and may result in termination of employment.

6. As a general rule all employees of the Company are forbidden from receiving gifts in any form, either monetary or in kind or interests from outside parties having interest in or doing business with the Company without the prior written approval of the Managing Director.

7. You must not use your position in the Company for private gain for yourself or for persons with whom you have personal, business, or financial relations or ties. As a representative of the Company, you must avoid actions that could reasonably be expected to adversely affect, or to give the appearance of adversely affecting, the independence and objectivity of your judgment, interfere with the timely and effective performance of your duties and responsibilities, or bring discredit to the Company.

8. You are not authorized to issue any certificate to any employee, customer or supplier of the company without having prior written permission from the management in this regard.

9. You shall be responsible for safe keeping and return in good condition and order, all company property entrusted in your care and charge. The company reserves the right to deduct the money value of such articles or take such action as may be deemed proper, in event of failure to account for such property to its satisfaction.

Above condition/s have been explained to you; and after seeking appropriate advice you have confirmed your understanding of the same in clear terms. You acknowledge the above conditions as absolutely reasonable in scope, time and absolutely necessary for the protection of the Company's legitimate interests, and agree that the knowledge of Company's Confidential Information and trade secrets to which you will gain access constitute a good, sufficient and adequate consideration for the same. Any breach of the above shall be considered as a material breach of contract and Schneider Electric or its Group Company reserves the right to take appropriate legal action for remedy of the same.

4. Pre-condition for Internship:

This letter is issued on the understanding that all the information given by you in our application is correct, true and complete. If it is found at any time that the information given by you is not correct and true and/or you have knowingly suppressed any information, or there is any misrepresentation with regard to academic education, background or work experience the Company will have the right to

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discontinue your internship with us, at any time and without any notice or compensation. This offer stands cancelled if you do not join on the reporting date unless agreed otherwise.

We are excited to welcome you to the Schneider family.

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

For Schneider Electric India Pvt. Ltd.

Runita Verma.

Runita Verma

Director - TAM

I have read, understood and accepted the above. I understand that the terms and conditions are pre-conditions to my being offered employment with the company. I am under no obligation or duress to accept these terms and conditions of employment. I accept them of my own free choice and will.

Signature: Pallavi MS

Name: PALLAVI M.S

Date: 22-12-18

Expected date of joining: 07-01-2019

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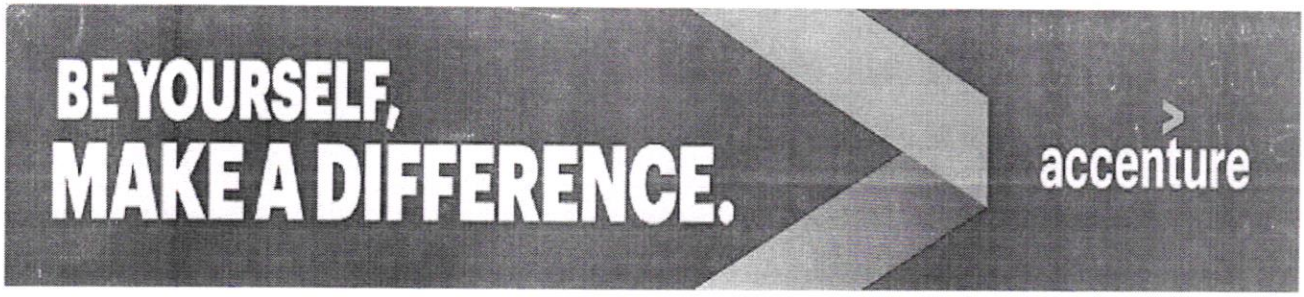
JOINING FORMALITIES

At the time of your joining, you are requested to bring the following original certificates along with photocopies (A4 size only).

PERSONAL CREDENTIALS	No. OF COPIES
Resume	1
Passport sized photographs	2
PAN card photocopy	1
Passport photocopy	1
Driving license photocopy / ID proof	1
Educational certificates since Class 10th till your last qualification	1

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CS



Name:- Paneendra K
USN:- 4JC15CS071
Branch:- CSE

Strictly Private and Confidential

27-Mar-2019

Paneendra Kurugodu
Paneendra Ks/o Lakshmana Kumar Kplot no:- 12,13ward no:Opp Muthyalamma Temple1 stage,2 cross 1 link road Agadi marappa compoundBellary
9632377480

Dear Paneendra,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

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

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

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

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Reference Id: 627aee3e-a937-4f72-a2a6-c3c6b...
Signed By: Mohan Sekhar

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the Offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This Offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

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To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

Mohan Sekhar

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

ACKNOWLEDGED AND AGREED:

[*Insert full legal name*]

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ANNEXURE - I

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Joining Bonus	
Joining Bonus (Refer to section C)	25,000

(D) Additional Benefits	
Gratuity as per law#	5,290
Insurance Premium (notional value)	3,776

Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000

(A) Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- **Joining Bonus**- of **INR 25,000** payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

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- **Additional Bonus**- of **INR 25,000** payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the Authorities.

*As defined by applicable law from time to time.

- If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your career level as per company payroll cycle.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
    a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
    b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
        - 10% of such claims for self, spouse and 2 dependent children
        - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

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

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

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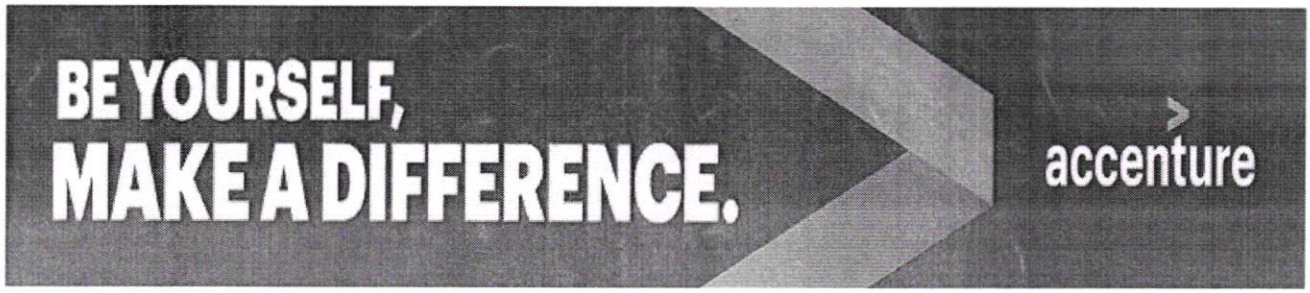
ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

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Strictly Private and Confidential

27-Mar-2019

Paneendra Kurugodu
Paneendra Ks/o Lakshmana Kumar Kplot no:- 12,13ward no:Opp Muthyalamma Temple1 stage,2 cross 1 link road Agadi marappa compoundBellary
9632377480

Dear Paneendra,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

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

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

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

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Reference Id: 627aee3e-a937-4f72-a2a6-c3c6b9067e4e
Signed By: Mohan Sekhar

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the Offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This Offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

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To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

Mohan Sekhar

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

ACKNOWLEDGED AND AGREED:

[*Insert full legal name*]

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Name:- Pancendra K
USN:- 4JC15CS071
Branch:- ISE

LOWE'S

Date: 17.01.2019

Dear Pancendra K **Offer for Internship**

Congratulations and welcome to the Lowe's family!

Lowe's Services India Private Limited (hereinafter referred to as 'Lowe's India')is pleased to offer you an internship for a period of ....20..... weeks (hereinafter referred to as an "Internship"). Upon your acceptance of this offer, you will begin your Internship with Lowe's India on 28th Jan 2019.

You will receive a stipend of INR 17,000 per month, which shall be subject to deductions as per applicable law. Kindly note that as an Intern you will not receive any of the employee benefits that Lowe's India employees receive.

You agree not to engage in any other employment, occupation or consulting activity for any direct or indirect remuneration without the prior approval of the Company during the term of your Internship.

During your Internship, you may have access to trade secrets and confidential business information belonging to Lowe's India. By accepting this offer, you acknowledge that you will keep all of this information strictly confidential and refrain from using it for your own purposes or from disclosing it to anyone outside Lowe's India. Upon conclusion of your internship, you will immediately return to the Company all of its confidential information and assets. You will also be required to execute additional documentation at the start of your Internship to further these obligations.

Any and all disputes arising out of the terms of this Internship offer shall be subject to the exclusive jurisdiction of the competent courts in Bangalore.

By accepting this offer, you agree that throughout your Internship, you will observe all policies and practices governing the conduct of our business and employees.

We hope that your association with the Company will be successful and rewarding. We wish you the best for your Internship. Please indicate your acceptance of this offer by signing below.

Sincerely,

Naqeeb Syed

Senior Manager, Human Resources

Lowe's Services India Private Limited

I accept this offer with Lowe's India on the terms and conditions set out in this letter.

Name	Signature	Date
_____	_____	_____

POCO
SHOT ON POCO F1

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

Signature Not Verified

JSS SCIENCE AND TECHNOLOGY UNIVERSITY

Scanned by CamScanner

J.P.Morgan

May 9, 2019

L, Pavan Keshav
1021/1, "Sri Sathyaskanda"
Panchamantra Road, Kuvempunagar
Mysuru 570023

Dear Pavan Keshav L,

Your Employment by J.P. Morgan

Congratulations on joining the J.P. Morgan family. We are pleased to confirm your employment with J.P. Morgan Services India Private Limited (the "Company").

You will find your personal employment terms outlined in Appendix A with general employment terms and conditions in Appendix B. Please note these terms and conditions supersede any verbal discussions you may have previously had with any J.P. Morgan employee with regards to your employment arrangements.

A number of important policies will apply to your employment with the Company, including the Personal Account Dealing Policy and the Code of Conduct. We provide more information about these policies in Appendix C and it is essential that you carefully read and understand their requirements. By signing this letter, you confirm that you have read, understood and agree to be bound by these policies. In addition, you will be required to abide by all other Company policies and regulations (including JPMorgan Chase group of companies ("Group") policies) and with applicable law.

Should you have queries in relation to your employment terms, please contact Paramveer Narang at + 91 80 67907233. For queries about your benefits or Company policies, please contact our accessHR hotline at 0008004405210 (local toll free) or +1 212-552-5100 (international).

Please be reminded your employment terms should be treated with the strictest confidence. To accept this offer of employment, please click on the 'Accept' button at the bottom of this page on or before May 24, 2019.

We are excited to welcome you to our Company and take this opportunity to wish you every success in taking this next step of your career with us.

*This is a computer generated communication and does not have a signature.

A2. Employment Commencement Date

Your employment is expected to commence on July 11, 2019. We will confirm any change to this date to you in writing in advance.

In addition to the conditions set out in paragraph 1 of Appendix B, your offer is subject to you successfully meeting the educational criteria that has already been communicated to you in writing.

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APPENDIX A - Personal Employment Terms and Conditions

A1. Title/Category

You will join us as an Analyst in the Software Engineer Program, Class of 2019, at JPMorgan Chase & Co..

Your position and title may change as a result of successful completion of the Program, promotion, or other operational requirements of the Company's business.

A2. Employment Commencement Date

Your employment is expected to commence on July 11, 2019. We will confirm any change to this date to you in writing in advance.

In addition to the conditions set out in paragraph 1 of Appendix B, your offer is subject to you successfully meeting the educational criteria that has already been communicated to you in writing.

A3. Working Hours / Place of Work

Your manager will assign you specific working hours, often during J.P. Morgan's normal office hours. Depending on the needs of your department, however, you may be required to work outside the official hours to fulfill your duties.

You will normally work at the Company's offices in Bengaluru, but you may be required to work at any other location of the Company or its affiliates, as required by the Company.

A4. Remuneration

Your total fixed pay will be INR 900,000.00 per annum and comprises the following components:

Rupees p.a.

i)	Basic Salary	270,000.00
ii)	Housing Allowance	135,000.00
iii)	Special Allowance	422,600.00
iv)	Leave Travel Allowance	40,000.00
v)	Comp. contribution to Provident Fund	32,400.00
A.	Total Fixed Pay	900,000.00

Special Cash Award

As soon as administratively practical and typically within 45 days from your start date, we will pay you a one-time sign-on award of INR100,000.00, less applicable taxes and deductions.

If your employment with J.P. Morgan terminates for any reason other than job elimination within twelve months after your start date, you must repay to J.P. Morgan the full amount of this cash payment, net of taxes within 30 days of your termination date. You agree that J.P. Morgan may satisfy all or part of this repayment obligation by withholding, to the fullest extent permitted by law, any amounts not yet paid to you at the time you leave J.P. Morgan.

Relocation Lump Sum

You will be paid a one-time Relocation lump sum of Indian Rupee (INR) 100,000/-, which is taxable and will be paid within a reasonable period after your start date. The relocation lump sum coverage includes the cost of air and tickets, other transportation and hotel stay of your choice.

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If you resign or are terminated for any reason other than job elimination (as determined within the company's discretion) within 12 months of your commencement date, you agree to reimburse the Company in full for the amount of any relocation lump sum you have received in connection with this employment offer. This reimbursement shall become due and payable within 30 days of your last day of employment with the Company. Further, the Company may seek reimbursement by withholding any other payments not yet paid to you at the time you leave the firm.

A5. Probationary Period

Your employment will be subject to a probationary period as outlined in paragraph 4.3 of Appendix B.

A6. Leave Entitlement

A6.1 Annual Leave

You are entitled to 20 working days of annual leave with full pay in every calendar year in accordance with the Company's Human Resources Policies and applicable law. If you work part-time hours, your annual leave entitlement will be pro-rated to reflect your part-time hours worked.

A6.2 Other Leave

You can find further details of other leave entitlements in paragraph 5 of Appendix B.

A7. Benefits

You are eligible to join the Company's benefits programs as amended from time to time. Further details will be provided to you separately.

A8. Retirement Scheme

You are eligible for retirement benefits, and can find details in paragraph 11 of Appendix B.

A9. Notice Period

During your probationary period, starting the day you join the Company, either you or the Company may terminate your employment with at least 15 days' written notice or payment of wages in lieu of such notice period.

After the probationary period, either party can terminate the employment by giving the other party 30 days written notice ("Notice Period") or by the Company making a payment in lieu of Notice Period.

As outlined in the Company's Code of Conduct, we expect all employees to hold themselves to the highest standards of ethical conduct. In order to avoid conflicts of interest or the appearance of conflicts of interest, in the event that during your participation in J.P. Morgan's Analyst/Associate program you accept an offer of employment from another employer (regardless of the nature of its business or whether it is a client or competitor of J.P. Morgan), you must notify your manager no later than 3 business days of your acceptance of the offer.

Signature: Pavan Keshav L Date: **09-MAY-2019**

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APPENDIX B – GENERAL EMPLOYMENT TERMS AND CONDITIONS

B1. Employment

B1.1 Your employment is subject to:

a) your obtaining and maintaining a valid work permit and such other permission, license or registration as may from time to time may be necessary to enable you to carry out your duties and continue your employment;

b) the satisfactory completion of all pre-employment screening processing, including obtaining background references and checks as required, and the execution of any other forms necessary for employment; and

c) your being legally able to work with the Company. You agree to disclose any employment or contractual post-employment restraints you are subjected to which may, and will continue to, affect your employment with the Company and affirm that:

i) you are not in breach of any prior employment contract;

ii) you have not taken or otherwise misappropriated – and you do not have in your possession or control – any confidential and proprietary information belonging to any of your prior employers or connected with or derived from your services to prior employers, and you have returned to all prior employers any and all such confidential or proprietary information; and

iii) you are not subject to any other employment or any contractual post-employment restraints

iv) you shall indemnify and hold harmless the Company from any and all claims arising from any breach of the warranties in this paragraph.

B1.2 Whilst you and/or the Company may have agreed a tentative date of commencement of employment with the Company, you will not, unless the Company decides otherwise, be able to commence employment with the Company without our receipt of completed and satisfactory results from our pre-employment screening process.

B1.3 You may be required to provide services for other members of the Group throughout your employment. When providing these services, you may from time to time be required to travel and work in different locations within and outside your hiring location.

B1.4 Your employment shall continue until your retirement age of 60 or until terminated in accordance with paragraph 4 in Appendix B.

B2. Remuneration

B2.1 We will pay your total monetary remuneration in 12 equal monthly installments on or around the 30th of each month. We will review this remuneration annually, and we reserve the right to amend its terms, level and structure from time to time at our sole discretion.

B2.2 You will be liable for all tax payments and any other imposts that may be levied or payable on any sums paid and/or other benefits we provide to you. We are entitled to deduct or retain from the sum payable to you any withholding and other taxes levied or payable.

B3. Incentive Compensation

B3.1 In its absolute discretion, the Company may pay you an annual incentive award ("Award") in accordance with the terms of its performance based incentive compensation plan in place and as amended or varied from time to time ("Incentive Plan"). The Award may be in the form of cash, restricted shares or units of JPMorgan Chase & Co. common stock ("Restricted Stock")

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and/or stock options or stock appreciation awards. In granting an Award, the Company may consider any factors it considers appropriate including but not limited to the motivation of future performance, individual achievement, business unit and Group corporate results. The Award will be planned and communicated in United States dollars or in your local currency in accordance with the published Incentive Plan then in effect and applicable to your role and business area within the Company.

B3.2 Awards are subject to applicable taxes, the JPMorgan Chase Bonus Recoupment Policy and to the terms and conditions of Award Agreements, which will include recovery provisions, non-solicitation and similar covenants. Awards and payment thereof is conditional upon you being in employment with the Company and not under notice of termination (whether given by you or the Company) at the date of payment of any cash component of the Award. The Award is not pro-rated for the period worked if your employment terminates prior to the payment date.

B3.3 Vesting of Restricted Stock is conditional upon your continued employment as of each vesting date, and the terms and conditions set forth in the associated Award agreement. Stock options or stock appreciation awards will become exercisable on the exercisable dates set forth in the Award agreement(s) conditional on your continued employment as of each exercisable date, and the terms and conditions set forth in the associated Award agreement.

B3.4 The Company has absolute discretion over the payment and amount of any Award to you for any year. If paid, it shall not give rise to any expectation of the Award or the amount in future years of employment. No employee or officer of the Company is authorized to make any oral promises to you about an Award. During your employment any commitment as to an amount or timing of an Award must be in writing signed by a Senior Vice President or Managing Director of the Company and a human resources officer at the level of Vice-President or above. Awards do not form part of your salary for the purposes of pension or termination benefits.

B4. Termination

B4.1 Your employment may be terminated as follows:

a) By either party giving to the other prior written notice of at least the period specified, as applicable, in paragraph 9 in Appendix A (the "Notice Period"), or by the Company making a payment in lieu of notice for all or part of such Notice Period of an amount equal to basic salary you would have been entitled to receive during the Notice period or part of the Notice Period.

b) By the Company at any time without notice or compensation if you:

i) are guilty of fraud, dishonesty or misconduct which is inconsistent with the due and faithful discharge of your duties;

ii) seriously breach the Code of Conduct and any other Company policies;

iii) disobey the Company's lawful and reasonable instructions/requirements;

iv) habitually neglect your duties; or

v) otherwise commit a material or repeated breach of your employment terms or any of the Company's or Group's policies.

B4.2 During any Notice Period, the Company may put you on "garden leave" and may, amongst other things, do any or a combination of the following:

(a) suspend you from the performance of any duties or assign you alternative duties;

(b) exclude you from any premises of the Company or any of the Group companies and/or require you to work from another location;

(c) require that you have no or limited contact or communication, other than purely social contact, with any employees,

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required to pay to the Company any salary received in respect of annual leave taken in excess of your proportionate annual leave entitlement.

B5.2 Sick Leave

Your sick leave entitlement will be subject to relevant legislation and JPMorgan Chase internal policies that are in force and amended from time to time.

B5.3 Suspension Leave

J.P. Morgan has the right to suspend you from your work duties with full pay where the Company considers it necessary to investigate any allegation of misconduct or impropriety on your part. Such right shall be exercised at the Company's sole discretion.

B6. Confidentiality

You acknowledge that a vast amount of privileged and confidential information will be disclosed to you in course of your employment with the Company and during your employment with the Company and thereafter, you shall keep secret and shall not at any time (whether during or after the period of your employment) use for your own or another's advantage, or reveal to any person, firm or company, any of the trade secrets, business methods and plans, financial matters, client lists, investments, marketing plans, personnel matters or other information which you knew or reasonably ought to have known to be confidential concerning the business or affairs of the Company or any other member of the Group or any of their related companies, clients or suppliers.

You agree to abide by the specific provisions on the use of confidential information in the Company's policies and Group code of conduct.

The restriction contained in this paragraph shall not apply to any disclosure or use authorised by the Company or required by law.

B7. Return of Company Property

You acknowledge that any privileged or confidential information disclosed to you in the course of your employment with the Company remains the exclusive property of the Company and whenever requested by the Company and/or J.P. Morgan and in any event upon the termination of your employment, you will promptly deliver to the Company and/or J.P. Morgan all documents and other materials (whether originals or copies or in hard copy or electronic form) concerning the Company and/or J.P. Morgan or their respective clients and suppliers, which may have been prepared by you or have come into your possession, custody or control in the course of your employment with the Company. This includes, without limitation, any confidential information, lists of clients or suppliers, correspondence, electronic equipment, computer software or hardware, staff identity cards card and other property used in connection with the operations of the Company and/or J.P. Morgan. You will not be entitled to, and will not retain, any copies, title and copyright in such correspondence and other documents, papers, records and property are vested in the Company and/or J.P. Morgan.

B8. Post Employment Restrictions

B8.1 For a period of three months commencing on the Relevant Date, you shall not directly or indirectly (whether on your own account, for or with any other person, firm or company) solicit or endeavor to entice away from the Company or any other Group Company any Critical Person.

B8.2 For a period of three months commencing on the Relevant Date, you shall not directly or indirectly (whether on your own account, for or with any other person, firm or company) solicit or endeavor to entice away from the Company or any other Group Company the business or custom of any Restricted Client.

B8.3 The duration of the restrictions will be reduced by any period of notice that you work out or any period of garden leave as provided in this offer letter.

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B8.4 In this paragraph B8:

a) "Critical Person" means any person who was an employee or director of the Company or any other Group Company at any time within one year prior to the Relevant Date who had access to trade secrets or confidential information of the Company or any other Group Company. This includes knowledge of, involvement with or influence over suppliers or clients of the Company or any other Group Company with whom you worked at any time during that period.

b) "Group Company" means the Company, its ultimate holding company, any subsidiary of the Company and any holding company from time to time. "Subsidiary" and "holding company" shall have the same meaning as in the relevant companies' legislation.

c) "Restricted Client" means any person:

i) who in the one year before the Relevant Date was a client of, or has dealt with, the Company or any other Group Company; and

ii) with whose custom or business you, or persons reporting to you, were personally involved with during the period of one year prior to the Relevant Date;

iii) but does not include publicly known institutional clients which you serve subsequent to your employment with the Company without the use of confidential or proprietary information of the Company and J.P. Morgan.

d) "Relevant Date" means the date your employment with the Company or the Group terminates for whatever reason.

B8.5 You acknowledge and agree:

a) that each of the foregoing paragraphs constitutes an entirely separate and independent restriction on you;

b) that the duration, extent and application of each restrictions, obligations and undertakings are reasonable and necessary to protect legitimate interests of the Company and J.P. Morgan, considering, among other things, that the Company has commercial dealings with business partners throughout the world and that you will regularly be dealing with such partners as part of your duties and you understand that it does not by any means prevent you from earning a living in a satisfactory way;

c) that, if any such restriction (or parts of a restriction) shall be adjudged by any court of competent jurisdiction to be void or unenforceable, the validity or enforceability of the remaining restrictions (or parts of a restriction) shall remain in full force and effect as if the unenforceable parts had been deleted. Damages may be an inadequate compensation for breach of any of the restrictions in this paragraph and, subject to a court's discretion, in the event of any actual or threatened breach of any provision of this paragraph, you agree that the Company shall be entitled to (on behalf of itself and on behalf of any other Group Company) restrain, by injunction, equitable relief or similar remedy, any conduct or threatened conduct by you. You expressly submit to the jurisdiction of any court of competent jurisdiction for this purpose, and in the event you receive from any person an offer of employment (whether oral or in writing and whether accepted or not), either during your employment or the continuation in force of all or any of the restrictions applicable to you, whether pursuant to this letter or the Code of Conduct, you shall provide to the person making such an offer of employment a full and accurate copy of the then current restrictions applicable to you.

d) that any benefit given or deemed to be given by you to J.P. Morgan under the terms of this paragraph is received and held on trust by the Company for the relevant J.P. Morgan group company. You will enter into appropriate restrictive covenants directly with other J.P. Morgan group companies if asked to do so by the Company.

e) that your employment with the Company and the compensation paid and/or payable to you by the Company shall be sufficient consideration for the purposes of this clause. You further agree and acknowledge that the limitations as to

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time and the character or nature placed in this clause are reasonable and fair and will not preclude you from earning a livelihood, nor will they unreasonably impose limitations on your ability to earn a living.

f) that this offer letter constitutes a valid, legally binding and enforceable obligation on you and this document is not in violation of any applicable law.

g) that any breach or threat of breach on your part of any one of such obligations and/or undertakings would cause serious harm to the Company or J.P. Morgan which may then institute any legal recourse against you that is deemed appropriate and/or recourse in damages, without further notice or delay.

h) that you shall not assign this offer letter or the rights and/or obligations hereunder. The Company may assign its rights and obligations herein in all circumstances without your consent, including in connection with any sale, transfer or disposition of all or substantially all of its business and operations and its assets, in which case the Company's rights and obligations shall vest to the successor.

i) in addition, you agree and acknowledge that the potential harm to the Company of the non-enforcement of this clause outweighs any potential harm to you and that you have given careful consideration to the restraints imposed upon you by this clause and that you are in full agreement as to their necessity for the reasonable and proper protection of the Company's interests. You expressly acknowledge and agree that each and every restraint imposed by this clause is reasonable with respect to subject matter, time period and geographical area.

B9. Code of Conduct and Staff Regulations and Affirmation

B9.1 It is a condition of your continuing employment and it is your obligation that you comply with:

(a) the Code of Conduct (as amended from time to time or superseded). At the time of acceptance of the offer of employment and on a periodic basis, you will be required to sign an affirmation (or reaffirmation) confirming your understanding and compliance with the provisions of the Code of Conduct; and

(b) the Company's other internal policies and procedures and all relevant policies and procedures for the line of business in which you are to undertake work.

B9.2 The Company shall be entitled at any time to amend the Company's internal policies and procedures (including but not limited to the Code of Conduct), the benefits set out in the Appendices and other staff regulations, as well as to put in place new policies as the Company sees fit. Any such amendments shall be notified in writing to each employee and shall on provision of such notice, become legally binding.

B9.3 The Company's Human Resources work policies are set out in the me@jpmc website, as amended from time to time. Please take time to familiarise yourself with these policies when you begin your employment.

B9.4 To the extent that the contents of policies or procedures refer to obligations on the Company, you agree that they are guides only and are not contractual terms, conditions or representations on which you rely.

B10. Working Hours

B10.1 The total of your official working hours (excluding one hour lunch daily) is 40 hours per week. Your local business management will schedule your work hours, which depend on the needs of the business and may be outside of these core hours.

B11. Retirement Benefits

B11.1 Your entitlement to Provident Fund and Gratuity will be subject to relevant legislation and the Company's Human Resources policies that are in force and amended from time to time.

B12. Miscellaneous

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file:///C/Users/Pavan/Downloads/Offer_IRQTFXBWAH_signed.html[09-05-...]

B12.1 This letter represents the entire agreement between the parties with respect to your employment by the Company and supersedes any previous written or oral agreement between the parties in relation to the matters dealt with in it. You acknowledge that you have not been induced to enter into this letter by any representation, warranty or undertaking not expressly incorporated into it.

B12.2 If any paragraph (or part of any paragraph) of this letter is invalid or unenforceable, the validity or enforceability of the remaining paragraphs (or parts of a paragraph) shall not be affected and the other paragraph (or parts of a paragraph) shall remain in full force and effect as if the invalid or unenforceable parts had been deleted. This letter shall remain in full force and effect and survive the termination of your employment for any reason whatsoever.

B12.3 If, during your employment with the Company, you become indebted to the Company or are overpaid any amount for any reason, the Company will be entitled to recover that amount from you. The Company may, if it so elects, set off any sum due to the Company from you against the compensation payable to you, including any final salary payments due to you on the termination of your employment, and collect any remaining balance from you.

B12.4 The Company may, in connection with your employment, receive personal data relating to you or your family. Such data may be received from you, or from other sources including third party sources. The Company may process your personal data for the purposes of your employment and the operation of the Group's business and as set out in the Code of Conduct and relevant Privacy Policies and Privacy Handbook. You hereby consent to the processing, storage and transfer of your personal data (including transfer worldwide amongst members of the Group).

B13. Contract Execution

B13.1 You acknowledge and agree that:

(a) This letter may be delivered in a digital or physical format. Subject to any applicable law, where the letter is provided in a digital format, you acknowledge and agree that it is being executed electronically and that it is enforceable.

(b) You have read and understood the terms of this letter and have been provided with an opportunity to review and discuss the terms of it with advisors, if you so desire.

(c) Should any further assurances be required or sought by the Company, you shall in good faith perform such further actions (including executing a physical copy of this letter)

B14. Governing Law and Jurisdiction

This letter and any dispute or claim arising out of or in connection with it or its subject matter or formation (including non-contractual disputes or claims) shall be governed by and construed in accordance with the laws of India. You and the Company submit to the non-exclusive jurisdiction of the Karnataka courts in relation to any dispute arising in connection with your employment and this letter.

Signature: Pavan Keshav L Date: 09-MAY-2019

Appendix: Systems Monitoring Activities and Cross-Border Transfers:

The following provides a summary of how JPMorgan Chase & Co., its affiliates and its subsidiaries and the entity that employs you, or for which you provide services (collectively, "JPMC"), conducts Systems monitoring. JPMC may conduct monitoring to the extent permitted by applicable law.

JPMC conducts monitoring of JPMC's physical facilities and its equipment and systems (collectively, the "Systems"). System monitoring

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APPENDIX C - SYSTEMS MONITORING ACTIVITIES AND CROSS-BORDER TRANSFERS, PERSONAL ACCOUNT DEALING POLICY, AND CODE OF CONDUCT

Appendix: Systems Monitoring Activities and Cross-Border Transfers:

The following provides a summary of how JPMorgan Chase & Co., its affiliates and its subsidiaries and the entity that employs you, or for which you provide services (collectively, "JPMC"), conducts Systems monitoring. JPMC may conduct monitoring to the extent permitted by applicable law.

JPMC conducts monitoring of JPMC's physical facilities and its equipment and systems (collectively, the "Systems"). System monitoring applies to your JPMC equipment, your personal equipment when accessing the Systems, and the communications, information, and materials conveyed or accessed using the Systems. Monitoring activities may include the monitoring and logging of traffic and usage data of all electronic communications; monitoring of telephone calls to or from JPMC work telephones as permitted by applicable laws and subject to any required notices; monitoring of the contents of electronic communications, files, databases, applications, and internet usage; and logging hours worked and physical presence at JPMC's facilities if applicable. JPMC may at all times monitor, access, retrieve, record and review information obtained from the monitoring activities for various purposes, such as preventing and investigating activities that may violate JPMC's policies and ensuring compliance with legal or regulatory obligations. While conducting monitoring activities, JPMC may obtain and process personal information about you and others that may reside on the Systems.

The monitoring activities (including JPMC's collection and processing of personal or other information) are required for purposes of your employment or work assignment to promote adherence to applicable policies and regulations. Subject to applicable laws and regulations, if you object to this processing, JPMC may prohibit you from using the Systems; terminate offers of employment or work assignment; and, for employees, take disciplinary action against you, up to and including termination of your employment with JPMC.

JPMC may disclose the information it obtains in connection with monitoring activities to JPMC affiliates and to third parties, service providers, regulators, supervisory bodies, law enforcement and other government agencies. Information obtained from the monitoring activities may be used as the basis to take disciplinary actions, up to and including termination or other legal action, for violations of JPMC's policies or applicable laws.

In addition to the monitoring activities discussed above, JPMC may obtain and store other information related to your employment or other working relationship, such as your compensation information, performance information, benefits information and other workplace-related data. JPMC may transfer such information, and the information it obtains in connection with monitoring activities, to countries other than the country in which the information originally was collected, including to the United States.

Understanding Obligations under the Firm's Personal Account Dealing Policy (PAD):

The Personal Account Dealing Policy (Policy) of JPMorgan Chase & Co. (firm or JPMC) is designed to help prevent and detect violations of securities laws and industry conduct standards and to minimize actual or perceived conflicts of interest that could arise due to personal investing activities.

PAD Compliance will notify you if the position you are being offered is considered to be subject to the Policy. You will remain subject for the duration of your time working in a subject group, unless notified otherwise of a change in subject status. Unless otherwise notified, you will continue to be subject to the provisions of the Policy even during leaves of absence from the firm, including, but not limited to, garden leave or medical leave.

You as well as your Connected Persons are subject to the provisions of this Policy and will need to be familiar with the obligations set forth in this policy. Connected Persons includes your spouse, domestic partner or minor children (even if financially independent) as well as anyone to whom you provide significant financial support or for which you, or anyone listed above, has or shares the power, directly or indirectly, to make investment decisions.

Once subject to the Policy, you must disclose and certify your In Scope Accounts (which include accounts of your Connected Persons). You will be required to maintain your self-directed In Scope Accounts with one of the firm's Approved Brokers and preclear all purchases, sales, pledges and gifts (received and given) of publicly traded and privately held financial instruments, unless listed as specifically exempt. Pre-approval confirmations must be received prior to executing the trade or investment. The firm may impose

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periodic restrictions on personal trading in certain financial securities. These restrictions can apply to all firm subject Workforce Members and their Connected Persons or may be limited to certain groups. Subject Workforce Members and their Connected Persons are not permitted to recommend or transact in the financial instruments of an issuer while in the possession of material non-public information (MNPI) regarding that issuer.

Seasonal Worker model for individuals joining in formal seasonal/Short term programs:

JPMorgan Chase requires that seasonal workers refrain from trading in In Scope Accounts for the time period that you are employed in a short term training program. Please verify that you will comply with the following personal trading requirements:

1. For the duration of the short term program I am joining I will not trade in any of my In Scope Accounts
2. I understand that the Firm has the right to request account information for any of my In Scope Accounts
3. If there is an extenuating circumstance that would compel me to place a trade in my In Scope Accounts, I will obtain pre-approval of the trade by the Personal Account Dealing Group and I would be responsible for supplying all confirmations and statements to the Personal Account Dealing Group for that trade.

*The term In Scope Accounts refers to any securities accounts no matter where they are located and includes, but is not limited to, those accounts that are established, maintained or controlled (either directly or indirectly) by you, your spouse, domestic partner or minor children (even if financially independent), anyone to whom you provide significant financial support, and in which the employee has a direct or indirect financial interest.

Global Personal Trading Policy:

The Personal Account Dealing of JPMorgan Chase & Co. is designed to help prevent and detect violations of securities laws and industry conduct standards and to minimize actual or perceived conflicts of interest that could arise due to personal investing activities. This Policy includes requirements for disclosing In Scope Accounts, maintaining certain accounts at one of the firm's Approved Brokers, preclearing trades, and restrictions and prohibitions on certain types of trading activity. This Policy is subject to any applicable local laws and rules and should be read in conjunction with Supplements (regional/LOB) as well as the firm's Code of Conduct.

Acceptance and Code Affirmation:

Upon signing this letter I accept the terms and conditions described above. I hereby affirm that I have read and understood the JPMorgan Chase Code of Conduct (the "Code of Conduct"). I agree, as a condition of my employment, to comply with the Code of Conduct, as amended and in effect from time to time.

I understand that I have access to the Code of Conduct either by clicking here or via the internet at https://www.jpmorganchase.com > About Us > Governance > Code of Conduct and Ethics prior to joining the firm, and through the firm's intranet once I begin employment.

I acknowledge that:

- The Code of Conduct requires that certain outside activities be approved in writing after I begin employment, and I agree that, if any such required approval is denied, I will cease the relevant activity immediately;
- The Code of Conduct imposes certain responsibilities that continue after my employment with JPMorgan Chase terminates, including but not limited to, the return of property, the protection of confidential information, and assisting with investigations or litigation related to my role at JPMC;
- The Code of Conduct also requires that I safeguard confidential information, including anything that I created while working for my previous employer(s); and I understand that I am not allowed to bring any of this with me to use at JPMorgan Chase or disclose any confidential information from a prior employer unless it has already been made public through no action of my own;
- My offer of employment is contingent upon a determination by JPMorgan Chase that neither the offer nor my employment would violate, or create the appearance of violating, the firm's Code of Conduct, Anti-Corruption Policy, or Human Resources policies and practices, or any applicable laws or regulations;
- I understand and agree that if I am an MD/SVP, ED or VP at the time of my termination I have certain additional responsibilities and restrictions that continue after my employment with the firm terminates, including a prohibition from soliciting or hiring JPMorgan Chase employees and soliciting customers; and

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It is my responsibility to be familiar with all of my post-employment obligations, and I agree to abide by those responsibilities after my employment terminates.

Independent Auditor Tax Services to Employees of JPMorgan Chase and its Affiliates:

To be in compliance with the Public Company Accounting Oversight Board (PCAOB) Rule 3523, it is JPMorgan Chase's (JPMC) policy that PricewaterhouseCoopers (PwC) cannot provide any tax services to employees of JPMC or any of its controlled entities (hereafter referred to as JPMC employee). This restriction is regardless of whether the individual is in a financial reporting oversight role or not, and whether PwC is engaged by the individual or by JPMC. PwC is also prohibited from providing any tax services to a spouse of a JPMC employee if the work is related to a joint tax return. Exceptions to this policy will be reviewed on a case-by-case basis and will require the approval of the JPMC Controller.

Signature: Pavan Keshav L Date: **09-MAY-2019**

J.P. Morgan Services India Private Limited
Corporate Identity Number : U72900MH2000PTC124073
Registered Office: Prism Towers, Level Nos. 9 to 11, Link Road, Mindspace Goregaon (West), Mumbai - 400 104, India
Telephone: +91-22-6157 3000 Facsimile : +91 22 6125 0000

JSS SCIENCE AND TECHNOLOGY UNIVERSITY

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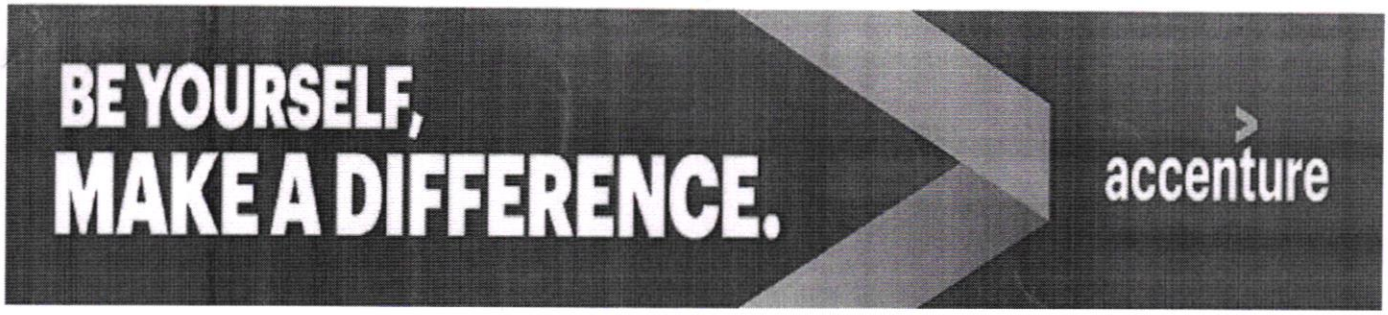
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CS



Strictly Private and Confidential

13-Apr-2019

Pavan Shamnur Ravi
#4223/16A,Siddaweerappa bhadawane,7th cross near hemavathi hostel,Davanagere-577004
9482733540

Dear Pavan,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

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

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Candidate's Signature

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the Offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This Offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

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To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Companyhttp://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.

This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

Mohan Sekhar

Mohan Sekhar

Senior Managing Director

Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED:

[*Insert full legal name*]

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

Signature Not Verified

SOKKALINGAM ARUMUGAM DHANARAJ
CN=SOKKALINGAM ARUMUGAM DHANARAJ,
SERIALNUMBER=[illegible],
Phone=[illegible],
b465469e388d65[illegible], OU=REGISTRAR, O=JSS SCIENCE AND TECHNOLOGY UNIVERSITY, C=IN

02.02.2024 22:35

CS

Pooja
computer science
4JC15CS076

YML
INDIA: #301,No.150, Diamond District,
Old Airport Road, Kodihalli, Bengaluru - 560008.
Ph: 080-4110-6986

USA: 255 Shoreline Drive, 6th Floor
Redwood City, CA 94065.
Ph: 080-4110-6986

PRIVATE & CONFIDENTIAL

January 16th, 2019

Y Media Labs Pvt. Ltd.
Diamond district
#150, B1 floor, Tower B,
HAL airport road, Indira Nagar
Bangalore, 560008, KA, India

Re: Offer Letter

Dear Pooja,

On behalf of Y Media Pvt Ltd, we take great pleasure in offering you, **Pooja** the position of **Associate Software Engineer** in our Bangalore office. We'd like you to start your employment with us on or before **July 15th, 2019.**

1. Remuneration

Your total compensation (CTC) will be **Rs. 4,60,000/-** after applicable TDS (Income & Professional tax is deducted from your salary with the following breakup. See detailed breakup in Annexure 1.

2. Salary Revision

Your remuneration will be subject to annual review, or at such times as may be appropriate. Review dates are set by Corporate Headquarters. Y
Media Labs operates on a Pay-for-Performance policy and the result of any remuneration review will take your performance into account. The Company, at any time, reserves the right to review and restructure its compensation package. You will appreciate that information relating to your remuneration package is strictly confidential and hence request you maintain this confidentiality.

3. Place of Work

Your place of posting will be in Bangalore, however, should a need arises you may be transferred or expected to travel to any of our offices.

4. Pre-joining Formalities:

As it has been explained to you during the interview stage, we may do a pre-joining background verification, which would cover your educational qualification, personal verification, place of stay (address) and job experience (other than your current job as mentioned in your application). For this purpose, you would be required to provide us with the necessary documentation.

You are required to sign the **Company's Confidential and Intellectual Property Rights Agreement** as a pre-requisite to acceptance of employment. A copy is attached for your review. This document will be due the first day of your employment. Any compensation details are confidential and are not to be disclosed to any person other than to the undersigned in case you need any clarification. You will be on a probation period of 3 months and will get a permanent appointment letter, after satisfactory performance. Offer not accepted within 24 hours of receipt is liable to lapse at the discretion of the Company.

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SERIALNUMBER=09c71c7430050d30f0bf7df6ea45d76c824ff43c67a40809fdf4142095 7ae,S=Karnataka, PostalCode=570006, Phone=6c62dc6a97e4c1a626e9f1dd89ff89c15c36e9252e3ca1b465469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND TECHNOLOGY UNIVERSITY, C=IN
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Ph: 080-4110-6986

5. General Provisions

a) You will be governed by all the policies and procedures of the Company as applicable from time to time. The Company has the right to change or modify your terms and conditions of employment at any time including but not limited to the specific position you have been engaged in currently.

b) In case of a change, you'd automatically be governed by the rules and regulations and terms and conditions applicable to the new location of appointment.

c) As a full time employee of the company, you shall not during your employment with the company, directly or indirectly associate yourself to any part time employment or position of monetary interest, other than that of the Company.

d) You shall be responsible for the safety of all company assets and documents which will come into your custody during the course of your employment, which you shall return immediately to the company on your termination or resignation.

e) You shall keep us informed of any change in your residential address or any personal particulars relent to your employment, as and when the change occurs.

f) In case of any dispute, the jurisdiction to entertain and settle such dispute shall vest exclusively in a court at Bangalore, Karnataka, India.

6. Notice of Termination

a) If you decide to leave the company, you will need to provide a three months advance notice in writing. Such notice may not be offset by unused leave. Notwithstanding anything stated above, if you are in the middle of a project at the date of your resignation, in spite of the notice stated above, you shall not be relieved from the company unless you have trained the replacement for your position to the satisfaction of the company and the client.

b) If your actions at any time constitute a serious breach of company's standards of behaviour, Y Media Labs may end this contract and terminate your employment immediately.

c) This appointment letter is issued on the understanding that all the information given by you in the application / during the interview or data provided prior to and / or at the time of joining is true. If it is found at any time that the information given by you is not correct or true or you have knowingly suppressed any information, the company will have the right to revoke the offer/terminate your appointment with us any time without any compensation.

Pooja, it is again with great pleasure that I offer you this position. Please sign and return this offer letter along with the Confidential and Intellectual Property Rights Agreement. Feel free to direct any questions that you might have regarding this offer directly to me.

Sincerely,

M Raja Shekar Reddy
AVP, Product & Program Management
Y Media Labs

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In consideration of my employment with Y Media Labs Pvt. Ltd, I agree to abide by all of its policies and procedures, rules and regulations. If employed, I understand that I reserve the right to terminate my employment with a 3-month advance required notice.

I understand that my employment is for no definite period of time and that the employer reserves the right to terminate me with or without any reason or prior notice, and if terminated Y Media Labs Pvt. Ltd will only be liable for wages earned as of the date of termination.

I will provide the following documents to the company two weeks prior to the day of joining.

1. Educational Qualification:

a) Graduation – degree certificate and final aggregate transcripts

b) Post Graduation – degree certificate and final aggregate transcripts

2. Work Experience

   a) Experience & relieving certificates of your current and all your previous employers.

   b) Last 3 months pay slip, appointment letter of your current employer.

3. Two colour passport size photographs of self.

4. Copies of Passport and Driving license (at least one or both if available).

5. Copy of your PAN card.

Confidentiality and Intellectual Property Rights Agreement:

I understand that any information regarding the company's business or other relevant information shall remain secret and safeguarded by me. In consideration of employment, I understand that I am required to sign the company's confidentiality and intellectual property rights agreement before the commencement of my employment.

I am in agreement with the aforementioned terms and conditions of employment.

Signed: _____

Name of the Employee: Pooja

Date: 18-01-2019

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Annexure: 1

Annual Cost to the Company:

Particulars	Monthly (in Rs.)	Annual (in Rs.)
Basic	18717	224601
HRA	7487	89840
LTA	1500	18000
Provident Fund	3600	43200
Other Allowances	6130	73561
Gratuity	900	10798
Total		**4,60,000**

*The above will be paid to tax deductions at source as per Income Tax Act, and Professional Tax.

*As and when applicable as per the Government Policy, employee and employer's contribution to Provident Fund will be deducted from your total compensation.

*Group Medical insurance (full time employees only) for a comprehensive coverage of Rs. 3L will be provided to you by the company, which covers you and your spouse.

* Reimbursement of Rs. 10,000 /- per year on buying medical insurance for your parents (Per year).

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LOGMEIN SYSTEMS INDIA PVT LTD
Prestige Khoday Tower, Raj Bhavan Road, Vasanthnagar, Bangalore – 560 001. Inida
CIN: U72900KA2016FTC093626 Telephone No.: +91 80 30110200

17 October 2018

Pradeep Shrikar Pai
"Kamakshi", Near Lingadakona Temple,
Kumta Road,
SIRSI – 581401

Subject: Employee – Appointment and Employment Agreement

Dear Pradeep Shrikar Pai,

Further to your interview and selection thereof, we have great pleasure in welcoming you to LogMeIn Systems India PVT LTD.

Your employment with the company will commence on **04 July 19** and you will report to Sivakumar Ekambaram, Director, Engineering, Development on such commencement date. You will have the designation of **Associate Software Engineer** from the date of commencement of your employment.

You will be subject to the detailed terms that are attached to this employment letter as Annexure A ("Terms of Employment"). You will also be governed by the rules and regulations of the Company that may be modified from time to time, at the discretion of the Company.

The details of your compensation, including the breakup of compensation are contained in the worksheet attached to this letter as Annexure B.

By executing the Data Protection Notice provided in Annexure C, you acknowledge that you have read, understand, and unequivocally and unconditionally consent to all collection, use, transfer, disclosure, retention and other processing of your personal information as described in this notice. If consent is withheld, it may interfere with the Company's ability to properly administer its relationship with you.

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Please sign and return a copy of this letter indicating your formal acceptance of the terms and conditions of employment offered herein. Kindly note that this letter stands withdrawn and cancelled in case we do not receive your formal acceptance on or before **24 October 18**

LOGMEIN SYSTEMS INDIA PVT LTD	
Signature Bhavya	**Signature** Pradeep
Name: Bhavya P K	**Name** Pradeep Shrikar Pai
Designation: Senior Manager-Human Resources	**Date** 21/10/18

Signature Not Verified
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LOGMEIN SYSTEMS INDIA PVT LTD
Prestige Khoday Tower, Raj Bhavan Road, Vasanthnagar, Bangalore – 560 001. Inida
CIN: U72900KA2016FTC093626 Telephone No.: +91 80 30110200

11 October 2018

Pradeep Shrikar Pai,
"Kamakshi", Near Lingadakona Temple,
Kumta Road, SIRSI – 581401

Dear Pradeep Shrikar Pai,

Subject: Internship with LogMeIn Systems India Pvt Ltd

We are pleased to offer you internship with us as **Associate Software Engineering Intern** on the following terms and conditions:

You will be working at our office in Bangalore from 3rd January 2019 (for a period of 6 Months). The reporting address will be communicated to you via email.

You will be paid **INR 35,000/-** per month as part of the internship program.

During the tenure of your service with the Company, you are prohibited from undertaking any other employment whether on a full or part-time basis and from engaging in any trade or business or contract or avocation or honorary work anywhere, without the prior permission of the Company. Contravention of this condition will result in termination of your services with the Company without any notice.

Your internship is subject to signing a separate Non — disclosure agreement.

This offer of internship is issued to you with the understanding that all information furnished by you in your application is correct. If the information given by you while seeking internship with the Company is not found to be correct and or true and/or if it is found that you have knowingly suppressed any information, the Company will have the right, either to withdraw this offer before you join service or at any time thereafter, without any notice and or without payment of any compensation in lieu of notice to you.

On termination of services, you shall obtain no objection and no due certificates from all the departments within the company and return the properties of the company, until then dues if any to you shall be withheld. Properties include both movable and immovable.

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You will be governed by the Company's rules and regulations as in force from time to time with respect to all matters not covered by this letter. If the above terms and conditions are acceptable to you, please return to the undersigned duplicate copy of this letter duly signed by you within 3 working days of receiving it, and sign the non - disclosure agreement at the time of joining.

LogMeIn Systems India Pvt. Ltd.,

Bhavya P K
Senior Manager – Human Resources
Email – Bhavya.pk@logmein.com

DECLARATION OF THE EMPLOYEE

Pradeep 18/10/2018

Pradeep Shrikar Pai
(Signature & Date)

Signature Not Verified
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PHILIPS

13 December 2018

Mr. Praveen G

Dear Praveen G,

Subject: Engagement as an Intern in Philips India Ltd

We have the pleasure to offer you a training assignment with Philips India Limited as per the following terms of reference:

Terms and Conditions:

1. Your project duration will be from 03 January 2019 to 28 June 2019.
2. During this period, you will be paid a consolidated stipend of Rs. 20,000 per month.
3. Your initial reporting location at Philips is at our Philips India Ltd, Bangalore office. However, you may be liable to be posted at any of the establishments of the Company in India.
4. You will be governed by the rules and regulations of Philips as applicable, enforced, amended or altered from time to time during the course of your project.
5. In the course of your project with us, you may acquire information, technical or otherwise, including any computer software, which is confidential or proprietary to the Company or to its subsidiaries or affiliates, its customers, subcontractors or any other individuals or companies having association or relationship with the Company, and/or its affiliates or subsidiaries. You will not, use or disclose during and after completion of your project, any of such information except for the purpose of your project and with prior written consent of Philips. Anything possessed by you, which discloses or embodies such information etc will be delivered to Philips forthwith on demand at the end of your project.
6. All intellectual property rights in any work or material developed by you during the course of your project shall belong to and be the property of company and you confirm that you shall not be entitled to claim any rights over such intellectual property.
7. Any business related expenses incurred as part of your project, approved in advance by your project manager, will be duly reimbursed to you on actual.
8. Philips shall not be liable to pay any amount over and above as mentioned in clause 2 and 7 above. You will have to bear all other expenses concerning your assignment with Philips including but not limited to 1) any local conveyance expenses, 2) your accommodation expenses, 3) your daily travel from residence location to Philips Office(s) etc.

Philips India Limited (formerly "Philips Electronics India Limited")
Philips Innovation Campus
Manyata Tech Park, Nagavara
Bangalore – 560045.INDIA
CIN No. U31902WB1930PLC006663
Tel: +91 80 418900000
Fax: +91 80 41891000

Registered Office:
3rd floor, Tower A, DLF IT Park, 08
Major Arterial Road, New Town (Rajarhat),
Kolkata - 700156
www.philips.com
www.bangalore.philips.com

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

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02.02.2024 22:35

PHILIPS

9. You are welcome to use facilities available at Philips office location as per company policy and guidelines applicable.

10. Any absence from the office should be with prior approval of your project guide.

11. Completion of the Internship does not in any way bind the Company to offer you an employment at the end of the Internship period. However based on your performance during the internship period you will be considered for employment as per company policy.

12. You are requested to produce all your credentials and educational qualifications certificates for verification and the same will be returned to you after verification. Your candidature is subject to the fulfillment of all the terms and conditions as per the Internship.

13. In the event of gross misconduct, breach of confidentiality/ non-disclosure, refusal to carry out reasonable instructions, dissatisfactory performance of duties and the like, your assignment with Philips will be subject to immediate termination and Philips shall not be liable to pay any stipend or compensation. Philips further reserves the right to other legal recourse as it deems fit to protect its legitimate interests.

14. Kindly return a copy of this letter duly signed by you in acceptance of terms and conditions set out therein.

Sincerely,

For Philips India Ltd.

Sunit Wankhede

Digitally signed by Sunit Wankhede
Date: 2018.12.14 09:07:11 +08'00'

Sunit Wankhede
Philips People Services Manager
Philips India.

I have carefully read and fully understood the above letter and the terms and conditions. I hereby accept these terms and conditions.

SIGNATURE..... G. Prasad .....

DATE 20/12/2018

Philips India Limited (formerly "Philips Electronics India Limited")
Philips Innovation Campus
Manyata Tech Park, Nagavara
Bangalore – 560045.INDIA
CIN No. U31902WB1930PLC006663
Tel: +91 80 418900000
Fax: +91 80 41891000

Registered Office:
3rd floor, Tower A, DLF IT Park, 08
Major Arterial Road, New Town (Rajarhat),
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www.philips.com
www.bangalore.philips.com

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CS.



Congratulations and welcome to Oracle. We are delighted that you have decided to grow your career with us. We are a global market leader in cloud solutions and the world's #1 enterprise database, serving more than 400,000 customers across a wide variety of industries in more than 145 countries around the globe.

Our future success is strongly linked to the quality of talent in our organization; our employees are the best and the brightest in the industry. We provide our global workforce of more than 130,000 employees an environment that fosters a culture of innovation, excellence and continuous learning. Like others before you, you will be able to build your career at Oracle into a lifelong journey of personal growth and success.

Please be sure to watch our Life at Oracle employee video series for firsthand accounts of what it is like to work at Oracle and learn more about Oracle and our product offerings.

To prepare for your employment with Oracle, we've included a New Employee Offer Packet containing the documents you will need to click accept and/or sign and return to Oracle before you begin – along with instructions for doing so. We've also included information that will help you in your first few days on the job. Please contact your hiring manager to ask questions and decide on your start date.

You have chosen an exciting time to join us. Again, congratulations and welcome to Oracle - we look forward to your arrival.

Joyce Westerdahl
Executive Vice President of Human Resources, Oracle

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Integrated Cloud
Applications & Platform Services

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ORACLE

Oracle India Pvt. Ltd
India Development Center
Oracle Technology Park
3, Bannerghatta Road
Bangalore - 560 029, India
Phone +91 80 4107 6000
Fax +91 80 2552 6124

Registered office address:
F-01 02, First Floor,
Salcon Rasvilas Plot no. D-1,
District centre, Saket,
New Delhi – 110 017
Phone: 91-11- 46509000
Fax: 91-11-40574722
CIN: U74899DL1993PTC051704

April 30, 2019

Prithvi Pratahkal

Dear Prithvi,

We are pleased to offer you employment in the position of **Software Developer 2** with **Oracle India Private Limited, IDC ("Oracle")** Your base of operation is **Bengaluru, India**. This offer of employment is made based on India laws.

We offer you a starting compensation at an annual rate of INR **9,00,000.00** payable over twelve (12) months. In addition, you will be eligible to participate in the standard compensation plan relevant to your role and line of business.

The break-up of your total gross compensation is given below:

Components	Amount (INR) p.a.
A. Basic salary	3,76,518.00
B. Flexible Benefit Plan (FBP) **	4,60,189.00
C. Annual Gross Pay AGP (A+B)	8,36,707.00
D. Company's contribution to PF	45,182.00
E. Company's contribution to Gratuity	18,111.00
Total Gross (C+D+E)	**9,00,000.00**

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

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

Relocation Assistance:

If you accept your employment offer, Oracle has agreed to make a contribution of **INR 184417.34** toward relocation costs under the JAPAC and India Relocation Program. Please note that this amount includes your relocation budget as well as estimated service or tax fees that may apply. The relocation policy is structured to provide flexibility based on your personal needs. You will be able to allocate your available funds toward relocation services up the maximum budget amount and within the parameters of the Relocation Policy.

Oracle has partnered with SIRVA for relocation in Japan, APAC and India. Your manager will initiate your relocation with SIRVA after an Oracle purchase order has been created and approved. You will be contacted by SIRVA within 24 hours of your relocation authorization. If you are not contacted by SIRVA within a few days, please contact your Oracle manager to ensure s/he has completed the necessary steps to authorize your relocation.

Do not take any steps to initiate your own relocation prior to speaking to SIRVA. Doing so may result in a refusal to reimburse associated costs. SIRVA will review the Oracle JAPAC and India Relocation Policy and processes with you and help you manage the relocation budget.

Before receiving any relocation assistance you will be required to sign and return a Relocation Agreement (provided and collected by SIRVA).

Signature Not Verified
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TECHNOLOGY UNIVERSITY, C=IN

02.02.2024 22:35

ORACLE

Oracle India Pvt. Ltd
India Development Center
Oracle Technology Park
3, Bannerghatta Road
Bangalore - 560 029, India
Phone +91 80 4107 6000
Fax +91 80 2552 6124

Registered office address:
F-01 02, First Floor,
Falcon Rasvilas Plot no. D-1,
District centre, Saket,
New Delhi – 110 017
Phone: 91-11- 46509000
Fax: 91-11-40574722
CIN: U74899DL1993PTC051764

This offer is our formal contract and must be read and accepted in conjunction with the Employment Agreement, Proprietary Agreement and Disclosure of interest. In addition to these terms and conditions stated in the above documents, there are other company policies and procedures which you agree to observe and follow during your employment with Oracle. These company policies and procedures may be varied from time to time.

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

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

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

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

If you have any questions regarding the conditions of your offer, please feel free to contact your manager, **Gagan Goel** at **9900100091**.

The letter of offer is valid for one (1) week from the date hereof for conveying your acceptance and conditional on confirmation by you that you will commence employment on the date specified by your Manager Gagan Goel (unless agreed otherwise by your Manager).

This offer will automatically lapse if not accepted within one (1) week from the date hereof.

We look forward to having you with us in our team.

Yours Sincerely,

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

Srihari Beldona
Vice President - Human Resources, India

OFFER LETTER ACCEPTANCE:

I, **Prithvi Pratahkal** agree with all the above terms and conditions of employment with Oracle. I shall commence employment with effect from 15/07/2019.

Signature: _____ 01/05/2019

Signature Not Verified
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CN=SOKKALINGAM ARUMUGAM DHANARAJ, SERIALNUMBER=[illegible], O=[illegible], PostalCode=570006, Phone=6c62d6a97e4c1a62[illegible]1dd89ff89c15c36e9252e3ca1b465469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND TECHNOLOGY UNIVERSITY, C=IN
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JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

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Sabre

30 November 2018
Pulkit Sinha

Dear Pulkit,

Congratulations! On behalf of Sabre, I am pleased to extend to you this offer of temporary employment as an Intern. On acceptance, your internship will begin on **7 January 2019** and end on **31 July 2019**

You are entitled for monthly stipend of **INR 25,000/-** (statutory deductions are applicable), payable at the end of each month.

During your internship, you may have access to confidential business information belonging to the Company. By accepting this internship, you acknowledge that you must keep all this information strictly confidential and refrain from using it for your own purposes or from disclosing it to anyone outside the Company.

You are expected to observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment.

Upon conclusion of your internship, you will immediately return to the Company all its property, equipment and documents, including electronically stored information.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning a copy to the HR team.

If you have any questions, please reach out to the HR team.

Sincerely,

Aloysius Vijay, Sr Manager Talent Acquisition

Signature Not Verified
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JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

DocuSign Envelope ID: BDA5396A-3F7F-4175-9063-10AC4DBC68A5

Candidate Acceptance Signature: DocuSigned by: sinha E54E43B7F3434EE...

Date: 11/29/2018

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RACHANA. N. RAJ
4JC15CS084
CS & E

Strictly Private and Confidential

18-Apr-2019

Rachana N Raj
#1372, Nele, Vijayanagar 2nd stage, 3rd main, Mysuru-570017
9900233664

Dear Rachana,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

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

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

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

Candidate's Signature _____

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- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the Offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This Offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

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02.02.2024 22:35

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:

Mohan Sekhar

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

[*Insert full legal name*]

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

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02.02.2024 22:35

ANNEXURE - I

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Joining Bonus	
Joining Bonus (Refer to section C)	25,000

(D) Additional Benefits	
Gratuity as per law#	5,290
Insurance Premium (notional value)	3,776

Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000

(A) Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- **Joining Bonus**- of **INR 25,000** payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Candidate's Signature _____

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02.02.2024 22:35

- **Additional Bonus**- of **INR 25,000** payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the Authorities.

*As defined by applicable law from time to time.

- If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your career level as per company payroll cycle.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
    a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
    b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
        - 10% of such claims for self, spouse and 2 dependent children
        - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

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

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

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02.02.2024 22:35

Candidate's Signature _____

ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

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02.02.2024 22:35

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Strictly Private and Confidential

18-Apr-2019

Rachana N Raj
#1372, Nele, Vijayanagar 2nd stage, 3rd main, Mysuru-570017
9900233664

Dear Rachana,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

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

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TECHNOLOGY UNIVERSITY, C=IN
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Reference Id: 32bf94b2-fc11-4221-9eaf-7c04a2ad8ce1_1
Signed By: Mohan Sekhar

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the Offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This Offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

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TECHNOLOGY UNIVERSITY, C=IN
02.02.2024 22:35

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

Mohan Sekhar

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

ACKNOWLEDGED AND AGREED:

[*Insert full legal name*]

Signature Not Verified
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SERIALNUMBER=09c71c7430509d...d39f0bf7df6ea45d76c824ff
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ANNEXURE - I

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Joining Bonus	
Joining Bonus (Refer to section C)	25,000

(D) Additional Benefits	
Gratuity as per law#	5,290
Insurance Premium (notional value)	3,776

Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000

(A) Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- **Joining Bonus**- of **INR 25,000** payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

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- **Additional Bonus-** of **INR 25,000** payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the Authorities.

*As defined by applicable law from time to time.

- If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your career level as per company payroll cycle.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
    a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
    b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
        - 10% of such claims for self, spouse and 2 dependent children
        - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

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

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

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ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

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Deloitte.

Deloitte Consulting India Private Limited
Block "C", Divyasree Technopolis
Survey No. 123 & 132/2
Yemlur Post, Yemlur, Off Old Airport Road
Bengaluru – 560 037

Tel: +91 080 6755 5000/ +91 080 6755 4000
www.deloitte.com

06/24/2019

Mr. D Raghu
#2333,19Th Cross, Extension, Nanjangud
#2333,19Th Cross, Extension, Nanjangud,
Mysore - 571301

Subject: Offer of Employment

Dear D Raghu:

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Business Technology Analyst** based in **Bengaluru**. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **August 12, 2019**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. As part of your annual compensation, you will receive a Total Salary of **Rs.5,00,004**/- and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs.70,000**/- subject to your reporting for full-time employment on **August 12, 2019**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **one year** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") require their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence

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Representations requirements, as further explained in **Annexure B**. Your compensation details are confidential and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **August 12, 2019**, or an alternative mutually agreed upon date. At the time of joining, it is mandatory for you to submit the documents mentioned below.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte U.S. India provides its professionals with home pick-up and drop transport services if their shift timings are between 8:30 pm - 6:00 am in Hyderabad; 9:30 pm - 6:00 am in Mumbai; and 8:00 pm - 6:00 am in Delhi and Bengaluru. Additionally, in Mumbai and Delhi, the firm also provides day-transportation services from central locations to the office and back, at time periods other than those stated above and the associated costs for this conveyance allowance is INR 2,000, deducted on a monthly basis from the payroll, for professionals choosing to opt for the service.

This letter and **Deloitte Consulting India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

D Raghu, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Consulting India Private Limited

Best regards,

DocuSigned by:
Anuradha Panday
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Authorized Signatory

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Mr. D Raghu

Acceptance

I, D Raghu, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

DocuSigned by:
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Signature

06/25/2019

Date

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Informatica

Thursday, November 15, 2018

Rahul Tarikere Ravi Kumar
Santrupthi Nilaya ,
New Girinagar Extention ,Ramnahalli
Chickmagalur, KA 577101

Dear Rahul,

I'm thrilled to invite you to join the Informatica team (IND Informatica Business Solutions Pvt Ltd). As the leader in all things data, we need visionary thinkers like you to help our clients make possible what's never existed before. The following is an outline of our official offer to you.

- **Position:** Intern - IT Application
- **Manager:** Shanthi Swaroop, Manager, Information Technology
- **Work Location:** Bangalore, India
- **Start Date:** 07/01/2019
- **End Date:** 28/06/2019
- **Compensation:** Your monthly stipend is Rs.21,000.00 and you will not be eligible for any other standard benefits. You will not be eligible for overtime pay unless you receive written pre-approval from your manager

- **Relocation Allowances:** Relocation allowance amount up to Rs. 25,000/- can be reimbursed against bills submitted on actuals incurred for relocating to Bangalore. This allowance is inclusive of your travel expenses. Please note that if you leave the organization before your internship end date, you must pay back your relocation bonus completely.

- **Guest House accommodations:** In order to help you settle down initially in your work location, you will be provided a 15 day free guest house accommodation starting from a day before your date of joining. The details will be shared separately.

This offer is conditioned upon the following items:

- Your written acceptance of the offer letter, US Export and the Confidentiality and Intellectual Property Agreement (CIPA).
- There are no restrictions or limitations on your ability and right to work for Informatica or to work in the data integration and management technology space by any agreements with or obligations to your current employer or previous employers.
- Completion of a satisfactory background check and reference checks.

After reading our offer letter and the attached CIPA, either fax (+1 650-649-1829) or scan and email (atssupport@informatica.com) both signed documents indicating your acceptance to join our team.

On your start date, you will spend the first few hours of the day in new hire orientation to help get you acclimated to Informatica. You will be receiving more information about this session, as well as a detailed agenda, from your onboarding coordinator closer to your start date.

On behalf of the Company and our entire team, welcome to Informatica (IND Informatica Business Solutions Pvt Ltd). I look forward to working with you to unleash the power of data.

Sincerely,

Maureen Brennan
SVP, & Chief Human Resources Officer

I, Rahul Tarikere Ravi Kumar, have read and understand the terms in the letter and agree to accept the offer. I further understand that my employment with Informatica is considered at will, meaning that either the Company or I may end this employment relationship at any time with or without cause or notice.

T. R. Rahul
Signature

17/11/18
Date

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Rahul

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www.informatica.com

Informatica

Friday, June 28, 2019

Rahul T r
santrupthi nilaya , new giri nagar extention ,
ramnahalli chikmagalur
chikmagalur, KA 577101

Dear Rahul,

We are pleased to extend an offer to join IND Informatica Business Solutions Pvt Ltd, (the "Company" or "Informatica"), subject to the following terms and conditions. You will report for work and your employment will begin on July 8, 2019.

1. JOB TITLE

Your job title at Informatica will be Associate Software Engineer- IT Applications. In this capacity you will report to Shanthi Swaroop, Senior Manager, Information Technology. At any time, Informatica may change your reporting structure of job title based on business needs, and likewise may adjust your role, responsibilities or work assigned from time to time. You will be employed by the company at the Bangalore, India office (see physical address immediately below).

Bangalore	Hyderabad	Mumbai	Chennai
Informatica Business Solutions Pvt. Ltd. No. 66/1, Bagmane Commerz 02 Bagmane Tech Park C V Raman Nagar Bangalore, Karnataka India - 560 093	Informatica Business Solutions Pvt. Ltd. 10th Floor, "D" Block iLabs Centre 18 Software Units Layout Madhapur Hyderabad, Andhra Pradesh India - 500 081	Informatica Business Solutions Pvt. Ltd. Vatika Business Centre 7th Floor Wing-B, Supreme Business Park Hiranandani Gardens, Powai Mumbai, Maharashtra India - 400 076	Elnet Software City Module 33B, 33C, 3rd Floor TS140 Block 2 and 9 Rajiv Gandhi Salai Taramani Chennai, Tamil Nadui - 600113, India

2. PROBATION

You will be on probation for a period of 6 month(s) from the date your employment with the Company begins on July 8, 2019. Upon successful completion of the probationary period, the Company at its sole discretion shall confirm your services if appropriate. Until and unless your services are confirmed in writing, it is deemed that you continue to be on probation.

3. COMPENSATION

- You will be paid base compensation of Rs.615,000.00/- per annum.
- You are eligible for an annual discretionary bonus of up to 10% of your base salary, contingent on meeting both company and individual goals in accordance with the Corporate Bonus Plan, provided you are employed with the Company on the date bonus payments are made and not serving any notice period.
- Your base salary together with the above discretionary performance-related bonus, and all social security contributions (PF, Gratuity and Medical Insurance) enables you to earn up to Rs.733,597.00/- per annum.

4. OTHER BENEFITS

In addition to your salary and discretionary performance bonus, you will be eligible for **standard company benefits**, as follows and subject to meeting plan criteria:

1. Medical insurance - Coverage for employee, spouse and dependent children.
2. All other benefits available to employees in the same class as you, as detailed in Informatica's policies and benefit plans.

5. CONFIDENTIALITY

The Company considers the protection of its confidential information and proprietary materials to be very important. Therefore, as a condition of your employment, you are required to execute a Confidentiality and Intellectual Property Agreement, annexed to this letter of appointment and employment contract, as a term and condition of your employment with the Company. You further agree that you will not use the Company's trade secrets to solicit customers of the Company either during your employment with Informatica (except as expressly authorized by the Company) or after your employment with Informatica ends.

6. RESIGNATION OR TERMINATION

1. Prior to the confirmation of your service at the Company (during the probation period), the contract of employment is terminable by either

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the Company or by you, by giving 2 month('s) notice in writing to the other. The Company reserves the right to pay or recover from you, 2 month('s) base compensation, in lieu of the notice period. However, the Company retains the right to terminate your employment, without giving any notice or pay in lieu of notice, in case of any wrongful declaration, misconduct, fraud or misappropriation of funds or breach of any terms of service or any policy of the Company, including but not limited to the Code of Business Conduct.

2. After confirmation of your service at the Company, the contract of employment is terminable by either the Company or by you, by giving 2 month('s) notice in writing to the other. The Company reserves the right to pay or recover from you, 2 month('s) base compensation, in lieu of the notice period. However, the Company retains the right to terminate your employment, without giving any notice or pay in lieu of notice, in case of any wrongful declaration, misconduct, fraud or misappropriation of funds or breach of any terms of service or any policy of the Company, including but not limited to the Code of Business Conduct.
3. If termination is initiated by you, the Company may, at its discretion, relieve you from a date it may deem fit, at any time before expiration of the notice period, without incurring any liability to pay you compensation for the unexpired period of the notice period.
4. During the notice period, however, you shall cooperate with the Company in ensuring smooth and proper hand-over of your responsibilities, failing which the Company shall be authorized to withhold/forfeit your dues or unearned wages.
5. On termination of employment and/or your resignation you will immediately return to the Company all monetary dues (like loans, advances, relocation expenses, etc.), tools, accessories, formulae, documents, specifications, books, etc., of whatsoever nature in your custody, care or charge and obtain clearance from the relevant person(s), office(s), department(s), on production of which alone your dues, if any, will be settled by the Company.

7. ABANDONMENT

Absence for a continuous period of five working days without notice will render you to lose your lien on employment, and the same will be deemed as voluntary abandonment of service and you will be terminated without notice and without any pay in lieu of notice.

8. PLACE OF WORK AND TRANSFER

Your services can be transferred by the Company in such capacity as the Company may, from time to time, determine anywhere in India or abroad to any one of Informatica's parent companies, departments, subsidiaries, joint ventures, associates, sister companies, etc. as per the needs of the Company.

Such transfers will not create for you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees in the place you are transferred to.

9. RETIREMENT

Your age of retirement from the services of the Company will be on completion of 60 years. However, you may be retired at any age before sixty years during your services in the establishment if you are unable to perform or render service satisfactorily due to any form of physical or mental infirmity or are not able to perform given work. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. This refers to the date of birth submitted by you to the Company at the time of joining. No changes to the date of birth would be entertained, at any later point in time.

10. EMPLOYMENT VERIFICATION & CREDENTIALS

Your employment will be subject to a background check, which will be conducted by such agency/firm/establishment, whose services are contracted by the Company, from time to time. The verification will include authentication of any factual or historical information provided by you, related to past and present data such as reference details, previous employment details, educational credentials and criminal records, etc.

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, you will be liable to be removed from services without any notice or compensation.

11. OTHER TERMS AND CONDITIONS

Your work in the Company will be subject to the rules and regulations of the Company, as promulgated and modified from time to time in relation to your conduct, discipline and other matters. In addition, all such other rules and regulations as may be in operation at the time of your accepting the appointment with the Company and which may be amended or altered from time to time at the discretion of the Company will also apply to you.

12. EXCLUSIVITY, NON-RECRUITING COVENANT

While employed by the Company, you will not be allowed to undertake any other employment or engage in any external activities of commercial nature without prior written approval, in accordance with the provisions of the Code of Business Conduct. Also during your employment with Informatica, you may not compete with the Company or assist others in competing with the Company in any way, or serve as a director, officer, employee or consultant or contractor of any person or entity providing products and/or services that would substitute or replace those of the Company, except that you may own fewer than one percent (1%) of the outstanding voting shares of a publicly traded corporation.

You also agree that the Company has invested substantial time and effort in assembling its present personnel. For a period of one year after termination of your employment with Informatica, you shall not directly or indirectly: solicit or attempt to persuade any employee of the Company, or recruit any person who was an employee of the Company during the twelve (12) months immediately preceding termination of your employment with the Company, to leave the employ of the Company where such employee possesses or had access to any Confidential Information of Informatica (as defined in the Confidentiality and Intellectual Property Agreement annexed to this employment agreement). In addition, at no time will you interfere with the performance of other Company employees' duties for the Company, except that which may arise from lawful post-employment competition by you after your employment with the Company ceases.

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13. MISCELLANEOUS

1. You will be required to effectively carry out all duties and responsibilities assigned to you by your Manager and others authorized by the Company to assign such duties and responsibilities.
2. You will be required to apply and maintain the highest standards of personal conduct and integrity, comply with all company policies and procedures. All acts subversive of good conduct and discipline such as, but not limited to, insubordination, gross negligence, corruption, fraud, forgery, misappropriation, would warrant strong disciplinary action from the Company.
3. All other terms and conditions will be governed by the Company's policies from time to time. The Company's policies are available in the Employee Handbook found under your country's section of the Company intranet.
4. This agreement supersedes all prior agreements, written or oral, between you and the Company relating to the subject matter of this agreement. This agreement may not be modified, changed or discharged in whole or in part, except by an agreement in writing signed by you and the Company. You agree that any change or changes in your duties after signing of this agreement shall not affect the validity or scope of this agreement.
5. This agreement is governed by and will be construed as a sealed instrument under and in accordance with the laws in India. Any action, suit, or other legal proceeding, which is commenced to resolve any matter arising under or relating to any provision of this agreement shall be commenced only in a court in Bangalore, India.
6. If any one or more of the terms of this employment agreement is, for any reason, held to be invalid, illegal or unenforceable in any respect, such finding will not affect the other terms of this agreement and this agreement will be construed as if the invalid, illegal or unenforceable terms had never been contained in it. Likewise, if any one or more of the terms of this employment agreement is, for any reason, held to be excessively broad as to duration, geographical scope, activity or subject, it will be construed by limiting and reducing it so as to be enforceable to the extent compatible with applicable law as it then applies.

14. ADDRESS FOR COMMUNICATION

You have given your address, as it appears at the beginning of your offer letter. Any communication sent to that address will be deemed to have been served upon, and received by you. It is your responsibility to intimate the company about any change in the address.

Please sign all the pages in acceptance of the terms and conditions set out herein.
I would like to extend a warm welcome to you on behalf of the Company and its employees.

Sincerely,

For Informatica Business Solutions Pvt. Ltd.

Mark Pellowski
Director

I agree to accept employment with Informatica on the terms and conditions as stated in this employment agreement.

T.R. Rahul

Rahul T r
Signature

28/06/2019

Date

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

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SIEMENS Healthineers

Siemens Healthcare Private Limited
Name Abhilash R
Department Human Resources
Telephone +91 (080) 6192 5946
E-mail abhilash.r@siemens-healthineers.com
Date April 23, 2019

Ramanan Ramesh
102 Bharathi Enclave, Gadhige Road, Bogadhi, Mysore - 570026,Karnataka

Dear Ramanan,

Sub: Offer of Employment

Congratulations and Welcome to **Siemens Healthineers**.

We are pleased to offer you a position of **Trainee- Technical** at **Position Level 11.** Your business title will be **Graduate Engineer Trainee.** You will join **Siemens Healthineers, Development Center India – Diagnostic Imaging- Molecular Imaging (SHS DC IND DI-MI),** your initial place of posting will be at **Bangalore.**

Your annual compensation, calculated on a cost-to-company basis is **Rs.5,50,000/- p.a. (Rupees Five Lakhs Fifty Thousand Only)**. Annexure I details out the compensation structure.

This offer is subject to you being found medically fit. It is our company policy to undertake reference checks. Your appointment therefore will be subject to satisfactory reference checks. You will be on **probation** for a period of **six** months. The company reserves the right to recover the notice period buyout/relocation reimbursement amount (If applicable), in case you leave the services of the company within one year of your joining.

You are requested to join us on or before **01-July-2019**. In the event of you not joining us on or before the said date, this offer will automatically stands withdrawn. On your day of joining, you are requested to report at **8:30 am.** Please carry the original documents along with an additional copy as specified in the Annexure II.

The work environment at Siemens Healthineers is very conducive to help you grow professionally and personally. We look forward to your valuable contribution in taking Siemens Healthineers to greater heights.

Please return the copy of this letter with your signature in original as a token of your acceptance.

With kind regards,
For **Siemens Healthcare Private Limited.**

Ansuman Pattanayak
General Manager- Research & Development
SHS DC IND DI-MI

Deepak BV
Senior General Manager
Human Resources

I confirm and accept the above and will join on 01/07/19
(Date & Signature)

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SIEMENS Healthineers

SIEMENS HEALTHCARE PRIVATE LIMITED

Annexure - I

Name:	Ramanan Ramesh	**Org Code:**	SHS DC IND DI-MI SYNGO-VIA-WKF
Level	PL 11	**Designation:**	Graduate Engineer Trainee
BU:	SHS DC IND	**Location:**	Bangalore

Compensation Structure (INR)

Heads of Payments			Amount (P.M.)	Amount (P.A.)
(A)	Basic Salary		16,500	198,000
(B)	Base Flexible Pay		26,561	318,736
(C)	**Base Pay**	**(A + B)**	**43,061**	**516,736**
	Retirals:			
	Co. Cont. PF (12% of Basic)		1,980	23,760
	Co. Gratuity Provision (4.8% of Basic)		792	9,504
	Co. SAF (15% of Basic)		-	-
(D)	**Total Retirals**		**2,772**	**33,264**
(E)	**Fixed Pay**	**(C + D)**	**45,833**	**550,000**
(F)	Performance Pay @100%		-	-
(G)	**Target Pay**	**(E + F)**	**45,833**	**550,000**

For Siemens Healthcare Private Limited

Authorised Signatory

- Gratuity will be payable as per the payment of Gratuity Act, and as per company policy. Subject to income tax
- All present & future taxes related to your employment will be borne by you.

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02.02.2024 22:35

L&T Technology Services

Ref: LTTS/HR/ET/2019/ 237

Date: 16.08.18

Name: RAPOLU SINDHUJA

Issued By	: JASON S.S
Signature	: Jason
Date	: 16.08.18

Offer Of Intent

Dear Sindhuja,

Greeting from L&T Technology Services Ltd.!

We are pleased to make you this offer of intent for the position of **Associate Engineer.** We trust that this opportunity finds you mutually excited about your new employment with L&T Technology Services (hereinafter referred as "Company"). We reiterate that you have made the right decision and we are certain that you will have a great career with us!

Upon your acceptance of this Offer of Intent and subject to you meeting all the applicable requirements under this Offer of Intent, we shall share a detailed Appointment Letter, which will outline the specific employment terms and conditions. Please note this Offer of Intent is not an offer or offer of employment or a legally binding contract of employment.

The content of this Offer of Intent are strictly between you and the Company. Please treat this Offer of Intent and the contents here as personal and confidential.

This Offer of Intent is valid subject to you

- Having secured more than 60% in SSC / X and HSC / XII std (10th and 12th).
- Having secured 60% aggregate in Engineering Graduation
- Passing the final year examination of Graduation in the first attempt.
- Found medically fit by the Company authorized doctors.
- Submitting a Service Agreement, agreeing to serve the company for a period of 2 years from the date of commencement of training.
- Submitting all necessary documents at the time of joining
- No drop in any semester/ year throughout the course

If any information provided by you during the selection process is found to be incorrect and / or false, the Company reserves the right to revoke this Offer of Intent without any notice.
This Offer of Intent is also contingent upon us working together to determine an appropriate start date for your employment. The training is for a period of one year comprising of class-room / on the job training. The date of commencement of training and venue for reporting will be intimated to you at a later date.

You will be continuously assessed during your training. If you do not complete the class room / on the job training to our satisfaction, your appointment automatically stand cancelled.

During the period of training, your stipend will be INR 4,00,012/- per annum

On successful completion of training, you can be posted / transferred to any of our SEZ / STPI sites across India. Your employment will be governed by the rules, regulations and policies of the company.

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Registered Office: L&T House, N. M. Marg, Ballard Estate, Mumbai 400 001. INDIA
L&T Technology Services Limited is a subsidiary of Larsen & Toubro Limited
CIN : L72900MH2012PLC232169

L&T Technology Services

Ref:LTTS/HR/ET/2019/ 237

Date:

Issued By	: JASON S.S
Signature	: Jason
Date	: 16.08.18

If the above stated terms are acceptable to you, kindly sign and return the duplicate copy of this Offer of Intent within ten (10) days from the date of issue. If we do not receive your acceptance within the stipulated time frame , this Offer of Intent will be deemed to have been rejected by you.

All communications / notices should be addressed to:

Human Resource Dept – Talent Acquisition (Campus Hiring)
L&T - Technology Services, SEZ Unit II,
Hazel-Block L3, Ground Floor, Manyata Embassy Business Park,
Nagawara, Bangalore 560045

Congratulations on your selection to be part of L&T Technology Services Ltd.!!!

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

Yours truly,
For L&T Technology Services Limited

Krishnakumar Nair
Head – Talent Acquisition

Acceptance by applicant below

I have read this Offer of Intent and accept the same

Name: RAPOLU SINDHUJA

College: SRI JAYACHAMARAJENDRA COLLEGE OF ENGINEERING, MYSORE

Signature Sindhuja

Date: 19.08.2018

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Western Digital®

CS

SanDisk India Device Design Centre Pvt. Ltd.
Survey No.143/1, Amani Bellandur Khane Village
Prestige Excelsior, Prestige Tech Park
Marathalli-Sarjapur Outer Ring Road, Kadubeesanahalli
Varthur Hobli, Bengaluru-560103, India
Phone: +91-80-42422000
Telefax: +91-80-42422900
CIN: U72300KA2005PTC035961
www.sandisk.com

January 28, 2019

Dear **Rashmi G Hegde,**

It is with great pleasure that we offer you the opportunity to join our team at SanDisk India Device Design Centre Private Limited (the "Company"), a subsidiary within the Western Digital Corporation worldwide group of companies. The purpose of this letter is to confirm the terms and conditions of our offer of employment to you. Upon you signing this document, it will serve as your employment agreement ("Agreement") with the Company.

1. General

1.1 You will begin employment with the Company in a full-time capacity on **July 8, 2019.**

1.2 Your title will be **Engineer, Quality Assurance Engineering** and you will report to **Venkatapathi Raju Srirajavatchavai,** or any other manager whom the Company may designate from time to time. Your title may be changed by the Company in accordance with business needs.

1.3 In this position, you will devote all of your time, attention, and ability during normal business hours to the duties, responsibilities, and instructions reasonably assigned to you by the Company. These job duties and responsibilities may be altered by the Company from time to time in order to meet business needs.

1.4 Your place of work will be the Company's offices or at such other location in **Bangalore** as the Company shall reasonably require, whether on a temporary or permanent basis.

1.5 You may be required to travel domestically or internationally as needed at the discretion of the Company.

2. Probationary Period

2.1 The first six (6) months of your employment are probationary (the "**Probationary Period**"). During the Probationary Period, your performance will be monitored by the Company. Please note that your employment may be terminated at any time during the Probationary Period at the Company's discretion. If the Company terminates your employment, without cause, during the Probationary Period, the Company will provide you with thirty (30) days of advance notice or, in the Company's discretion, pay in lieu of notice in full satisfaction of all of your legal entitlements.

Should you successfully complete the Probationary Period, your employment will continue on an indefinite basis subject to the terms and conditions of this Agreement.

Additional place of business:
Sy.No 15/3 and 16/3, Salarpuria Halimark
1st, 2nd & 3rd Floor, Marathalli-Sarjapur Outer Ring Road
Kadubeesanahalli, Varthur Hobli
Bengaluru - 560 103 India
Phone : +91-80-4242 2005

Branch office :
#204, 2nd Floor
ECOS Corporate Tower
Nehru Place
New Delhi – 110 019, India
Phone No : +011- 6654 2000

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2.2 In the event of the termination of your employment during the Probationary Period, any expenses incurred by the Company for your training or payments made to you by the Company during the Probationary Period other than regular compensation for time worked must be repaid by you to the Company. Any such repayment must be made within ten (10) days of your last day of employment.

3. Compensation

3.1 Your starting Base salary is **INR 1250000 /- per year**. Salary components included in base salary will be paid on a monthly basis, less all applicable tax withholdings and statutory and other deductions.

3.2 The Company normally reviews salaries every year during our annual compensation review process. When reviewing salaries and other compensation elements, the Company will take into account whatever factors it considers appropriate, including but not limited to business conditions and your individual performance. Any changes to compensation are at the sole discretion of the Company.

3.3 You will be eligible to participate in the Western Digital Short Term Incentive plan ("**STI**") in accordance with all terms and conditions of the STI plan. Your initial target STI under the STI plan will be **10** % of your eligible earnings. Payment of the STI is subject to the Company's corporate performance against financial and operational objectives and your individual performance for the performance period, and therefore you're actual STI award may differ from the target STI amount and may change from one performance period to the next. The fact that a STI is paid in one performance period is no guarantee that a STI will be paid in subsequent performance periods. In the future, your target STI will be confirmed during the annual compensation review process. The STI plan may be changed from time to time or discontinued at the discretion of the Company.

You must be actively employed with the Company at the time the STI is paid (not including any notice period) to be eligible to receive a STI payment, pro-rata or otherwise, subject to applicable law. Any period of notice or payment in lieu of notice that is given to you (or that ought to have been given to you) regarding your termination of employment will not count toward determining your payment eligibility under the STI plan.

3.4 Under Base salary section 3.1, you will receive the allowances specified in Appendix A to this Agreement. With the exception of the leave travel allowance, the allowances will be paid to you on a monthly basis. Although the Company will not require documentation of expenses for these allowances, it will be your responsibility to maintain appropriate records for tax purposes. Should you wish to avail tax benefits from any of the above payments, you will be required to provide the Company with proof of your expenditures.

3.5 The tax liability, if any, including income tax and professional tax, arising on your compensation will be your personal liability and will be governed by the tax laws of India or otherwise in the country wherein your services are provided.

3.6 You agree that any annual bonus linked with production/productivity or other compensation paid to you by the Company shall be in lieu of any bonus required to be paid to you under the statutory laws of India.

3.7 The Company has the right to deduct from your salary any sums that you may owe to the Company, including, without limitation, any overpayments, loans or advances made to you by the

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Company to the extent permitted by law.

4. Working Hours/Business Travel

4.1 The standard hours of work for the Company are 40 hours per week, Monday through Friday, with your daily schedule of work hours to be flexible within that time in order to meet the needs of the Company as they arise.

4.2 In addition, your duties may require you to engage in travel on behalf of the Company, and to work reasonable hours over and above the hours referenced in section 4.1 as needed due to business requirements. You expressly agree to accept such reasonable travel and hours of work without additional compensation.

5. Benefits

5.1 The Company will provide you with the social benefits mandated by applicable law (the "Mandated Social Benefits").

5.2 You will be eligible to participate in the Company's benefit plans as established from time to time, at such times as you qualify for them or as they are offered to you. Participation in any benefit plan is subject to the rules of the respective plan. The Company reserves the right to change benefits providers or amend or discontinue any benefit plan in its sole discretion and without compensation to you for any such change, amendment or discontinuance. You may obtain full information about the Company's benefit plans from Human Resources.

5.3 The Company will make an employer contribution of 12% of your current Basic Salary at the time of contribution to the Regional Provident Fund. This contribution will be calculated on your basic salary only and will exclude all other types of compensation.

6. Privilege Leave, Sick Leave, Casual Leave and Public Holidays

6.1 In each calendar year, you shall be entitled to fifteen (15) working days of privilege leave. Privilege leave is in addition to the public holidays detailed in section 6.6 and may be taken by you at your discretion, so long as it does not interfere with business need and is approved in advance by your manager.

6.2 Privilege leave shall be taken between 1st January and 31st December in the year after the privilege leave has been earned. You will earn a pro-rata privilege leave entitlement from your hire date until December 31 of the year in which you were hired. Unless otherwise permitted by the Company at its discretion or as otherwise permitted in accordance with applicable laws, you may carry forward your leave balance in each year to the next year, subject to a maximum of 40 working days.

6.3. You shall be entitled to twelve (12) days of sick leave per calendar year. You may be required to provide a medical certificate stating its probable duration before expiration of the third (3rd) calendar day after the beginning of your sickness. If your sickness exceeds the stated period, you may be required to provide a further medical certificate on a weekly basis thereafter. The Company reserves the right to request you to obtain such a certificate from a registered medical practitioner of its choice.

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6.4 You shall be entitled to six (6) working days of casual leave per calendar year. Casual leave may be taken at your discretion, so long as it does not interfere with business need and is approved in advance by your manager.

6.5 You must notify the Company immediately in writing of any incapacitation from work and its probable duration. Upon request by the Company, reasons for the incapacitation must be given to the Company by you.

6.6 You will enjoy statutory public holidays as recognized by the Company in conformance with the laws of the State of Karnataka.

7. **Professional Expenses**

The Company will reimburse you for reasonable and necessary business expenses incurred by you in furtherance of the Company's business, in accordance with the Company Travel Policy as amended from time to time, upon presentation of documentary evidence acceptable to the Company.

8. **Non-Solicitation**

8.1 You agree to at all times comply with the terms and conditions of the non-solicitation provision contained in the Employee Inventions and Confidentiality Agreement.

9. **Duration of Employment and Termination**

9.1 You or the Company may terminate your employment as follows:

(a) **Voluntary Termination**: You may terminate your employment at any time by giving the Company thirty (30) days' written notice (the "Resignation Notice Period"); however, it is understood and agreed that the Company shall be entitled to waive all or part of that notice and accept your resignation at any earlier effective date, in which event your employment will terminate on your last day of actual and active employment. In the event that the Company waives the Resignation Notice Period, you will be entitled to the lesser of (i) the amounts otherwise payable to you during the Resignation Notice Period or (ii) the minimum entitlements, if any, to termination pay, severance pay and benefits continuation as required by the applicable law.

(b) **Termination for Cause**: The Company may terminate your employment for Cause, at any time and without notice or pay in lieu of notice. "Cause" for this purpose includes where the Company has reasonable grounds to believe you are guilty of gross misconduct, gross negligence or are in material breach of one of the terms of your employment; cases of "serious misconduct" or gross neglect of duty, dishonesty or unprofessional conduct, disclosure of confidential information, breach of confidence, breach of intellectual property rights; where you act in a way which in the reasonable opinion of the Company, reflects poorly on yourself and/or the Company, whether or not such act is directly related to the affairs of the Company; or any other act or omission that would legally permit the Company to, without notice or payment in lieu of notice, terminate the employment of an employee. The failure of the Company to rely on this provision does not constitute a waiver of the provision.

The Company may also deduct from any payment due to you such sums as in its opinion may

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be equivalent to any loss it may have sustained as a result of your acts, subject to applicable law.

Termination of your employment under this sub-paragraph would be without prejudice to: (i) the Company's right to claim the actual damages it has suffered through this breach; and (ii) any other relief to which the Company may be entitled under contract, law or equity.

(c) **Without Cause**: After the successful completion of the Probationary Period, and in the absence of Cause, the Company may, at its sole discretion and for any reason whatsoever, terminate your employment by providing you with: (i) notice of termination (or by the Company by making a payment equivalent to thirty (30) days gross salary in lieu of notice) (note: The term "gross salary" means the total fixed compensation component payable to you as per the then applicable Appendix A to the Agreement)) and severance pay (if applicable) in accordance with the applicable law ; and (ii) any portion of your Basic Salary, accrued leave entitlement and/or leave travel allowance, if any, that shall have been earned prior to the date of termination but not yet paid or taken. No STI amounts will be payable during any period of notice of termination of employment, except as may be required by statute. Further, your rights and entitlements under any other applicable compensation or incentive plan or program shall terminate effective as of the date of termination.

The decision to provide actual notice, or pay in lieu, or any combination thereof, shall be in the sole discretion of the Company. The decision as to whether to provide pay in lieu of notice as a lump sum payment or otherwise is also in the sole discretion of the Company. All payments made under this paragraph will be subject to all required tax withholdings and statutory and other deductions.

Except as provided above, you will have no claim whatsoever against the Company or any associated or affiliated entity, or any of its or their officers, directors or employees for damages, wages, incentive or bonus pay, termination pay, severance pay, whether statutory or otherwise or pay in lieu of notice whether statutory or otherwise, arising out of your employment or the termination of your employment. This provision will continue to apply regardless of any change to your position in the future.

For the purposes of this section "date of termination" will be the date specified in the written notice of termination provided pursuant to this Section 9.1(c).

9.2 Your period of employment for the purpose of determining your entitlements under this agreement shall terminate on your last date of actual and active employment.

9.3 In the event of any inconsistency between Sections 9.1 and 9.2 of this Agreement and the language of any applicable STI, or other incentive plan or program, the provisions of applicable plan shall prevail.

9.4 In the event of termination of your employment, you shall return all Company property in your possession including all documents, papers, notes and other media of any description in your possession or under your control which relates in any way to the affairs of the Company or to property in which the Company may have an interest.

9.5 Following termination of your employment for any reason, you shall not hold yourself out, or represent, to any third party that you still have an employment relationship or any other relationship with the Company.

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9.6 The termination of your employment shall not affect the provisions of this Agreement and shall be without prejudice to any right or action already accrued to either party in respect of any breach of this Agreement by the other party.

9.7 You agree that in case of retrenchment, the principle of "last in first out" shall not be applicable. You further agree that if you are retrenched by the Company, the Company will not be required to offer you reemployment in any circumstance.

10. Deductions

10.1 By executing this Agreement, you agree that if your employment with the Company should cease for any reason and you have received any overpayment of salary (including leave taken or paid in excess of your leave entitlements) or other benefit, such overpaid amounts will be deducted from any final pay owed to you and you hereby consent to such deduction to the extent permitted by law.

11. Data Protection

11.1 During your employment, the Company may control and process your personal data (manually and electronically) for the purposes of the administration of this Agreement and the employment relationship, consistent with the legitimate business needs of the Company.

11.2 The Company recognizes the importance of protecting personal data and the respect for privacy. For the purposes of data protection, you agree to execute the Company's Worker Data Protection Notice and Consent, and otherwise hereby expressly consent to the Company's processing, and where applicable, control of your personal data as follows:

- collecting and processing of your information as described in the Worker Data Protection Notice and Consent;
- processing your personal information including sensitive information (for example, health or medical condition, race or ethnic origin, etc.) when necessary; and
- transferring your personal information within the Company or to third parties including but not limited to the US, according to the Global Worker Data Policy.

11.3 In accordance with the Global Worker Data Policy, the Company will ensure that such information will be fairly and lawfully processed for limited purposes, that it is adequate, relevant, accurate and not excessive. The Company will ensure your data is not kept longer than is necessary, is processed in accordance with your rights, will be kept secure, and not transferred abroad without adequate protection.

12. Miscellaneous

12.1 There is no collective agreement that directly affects your employment.

12.2 The provisions of this Agreement are severable, and if any one provision is found to be unenforceable in whole or in part, the remainder of the Agreement will remain valid and enforceable.

12.3 You acknowledge and expressly represent that by executing this Agreement you agree to comply with all Company policies and procedures, as may be amended from time to time.

Signature Not Verified

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43c67a40809fdf41420957ae, S=Karnataka, PostalCode=570006,
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TECHNOLOGY UNIVERSITY, C=IN

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12.4 You agree to sign and at all times abide by the Employee Inventions and Confidentiality Agreement and the Company's Global Code of Conduct ("**Code of Conduct**") and that you will provide written acknowledgments of the Code of Conduct annually or as requested by the Company.

12.5 This Agreement and the attached Employee Inventions and Confidentiality Agreement and the Code of Conduct constitute the complete understanding between yourself and the Company with respect to your employment, and no statement, representation, warranty or covenant has been made by you or the Company with respect to this Agreement except as expressly set forth in the Agreement. This Agreement shall not be altered, modified, amended or terminated unless agreed to in writing by both yourself and the Company.

12.6 You represent that all the contents of your application, resume, testimonials, references, previous employment details, and other information furnished by you are true, complete and accurate. If any of the above particulars are found to be incorrect, incomplete or misleading in any way, the Company shall have the right to terminate your employment forthwith, without the requirement of providing you any notice or compensation in lieu thereof.

12.7 You are informed that the Company shall have the right to conduct periodical background checks on you, including criminal background checks and reference checks, as permitted by applicable law, and your employment is subject to completion of background checks on you, including criminal background checks and reference checks, to the Company's satisfaction. The Company may utilize third parties to conduct any such background checks and you agree to the same.

12.8 You acknowledge that damages will not be an adequate remedy in the event of breach of any of your obligations under the Agreement. Therefore, you agree that the Company shall be entitled (without limitation of any other rights or remedies otherwise available) to obtain injunctive or equitable relief from any court of competent jurisdiction.

13. Governing Law and Jurisdiction

13.1 This Agreement shall be governed by and interpreted in accordance with the laws of the India. Except as provided herein, all disputes in relation to the Agreement shall be settled through arbitration in accordance with the Arbitration and Conciliation Act, 1996. The arbitration shall be conducted by a single arbitrator selected out of a list of three arbitrators provided by the Company. The arbitration proceedings shall take place at Bangalore and shall be conducted in English. Each party is responsible for its own expenses in the arbitration. The decision of the arbitrator shall be final and binding upon both parties.

14. Prior Agreement

14.1 This Agreement supersedes all previous agreements, contracts and arrangements (including the offer letter, if any) whether written, oral, or implied between the Company and yourself relating to your employment, all of which contracts, agreements and arrangements shall be deemed to have been terminated by mutual consent as from the date of commencement of your employment under this Agreement.

This offer of employment is conditioned upon:

i) Satisfactory results of an individual background check including references and

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verification of previous employment, education, criminal record, and other matters relating to your suitability for employment, as permitted by applicable law.

ii) Your execution of the Employee Invention and Confidentiality Agreement (EICA).

iii) Your written acknowledgment of the Western Digital Global Code of Conduct. In addition, the Company may require annual written acknowledgments thereafter.

Upon commencing employment with the Company, please furnish copies of the following:

i) Relieving letter from your present employer;
ii) Salary details of your current employment;
iii) Mark sheets and certificates of educational qualification;
iv) Four passport size color photographs;
v) Passport.

Drawn up in two originals, both parties acknowledging receipt of an original.

For and on behalf of SanDisk India Device Design Centre Private Limited

Surinder

Surinder Bhagat
Senior Director– Human Resources

You are required to provide your acceptance of this offer in writing within five (5) days of receipt and to join the organization on a mutually agreed upon date, which shall be no more than one month from the date of acceptance of this offer. If you fail to provide your acceptance and/or do not join within the stipulated time, this offer will stand automatically withdrawn.
I hereby accept this offer of employment and confirm my employment start date will be _____.

PRINT NAME: _____

SIGNATURE: _____

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

Signature Not Verified

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L&T Technology Services

Ref: LTTS/HR/ET/2019/ 229

Date: 16.08.18

Name: RISHAV

Issued By	JASON S S
Signature	Jason
Date	16.08.18

Offer Of Intent

Dear Rishav,

Greeting from L&T Technology Services Ltd !

We are pleased to make you this offer of intent for the position of **Associate Engineer.** We trust that this opportunity finds you mutually excited about your new employment with L&T Technology Services (hereinafter referred as "Company"). We reiterate that you have made the right decision and we are certain that you will have a great career with us!

Upon your acceptance of this Offer of Intent and subject to you meeting all the applicable requirements under this Offer of Intent, we shall share a detailed Appointment Letter, which will outline the specific employment terms and conditions. Please note this Offer of Intent is not an offer or offer of employment or a legally binding contract of employment.

The content of this Offer of Intent are strictly between you and the Company. Please treat this Offer of Intent and the contents here as personal and confidential.

This Offer of Intent is valid subject to you

- Having secured more than 60% in SSC / X and HSC / XII std (10th and 12th).
- Having secured 60% aggregate in Engineering Graduation
- Passing the final year examination of Graduation in the first attempt.
- Found medically fit by the Company authorized doctors.
- Submitting a Service Agreement, agreeing to serve the company for a period of 2 years from the date of commencement of training.
- Submitting all necessary documents at the time of joining
- No drop in any semester/ year throughout the course

If any information provided by you during the selection process is found to be incorrect and / or false, the Company reserves the right to revoke this Offer of Intent without any notice.
This Offer of Intent is also contingent upon us working together to determine an appropriate start date for your employment. The training is for a period of one year comprising of class-room / on the job training. The date of commencement of training and venue for reporting will be intimated to you at a later date.

You will be continuously assessed during your training. If you do not complete the class room / on the job training to our satisfaction, your appointment automatically stand cancelled.

During the period of training, your stipend will be INR 4,00,012/- per annum.

On successful completion of training, you can be posted / transferred to any of our SEZ / STPI sites across India. Your employment will be governed by the rules, regulations and policies of the company.

Signature Not Verified
SOMASUNDARAM PANNARAJ ENDEAVOUR(MANAGER)
SERIALNUMBER=09c71c74300504...d3f0bf7df6ea45d76c824ff43c67a4089f6f6f41420957ac, S=Karnataka, PostalCode=570006, Phone=6c62d05a97e4c1a6a6871dd89ff89c15c36e9252e3ca1b465459e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND TECHNOLOGY UNIVERSITY, C=IN
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L&T Technology Services

Ref:LTTS/HR/ET/2019/ 229

Date:

Issued By	JASON S.S
Signature	Jason
Date	16.08.18

If the above stated terms are acceptable to you, kindly sign and return the duplicate copy of this Offer of Intent within ten (10) days from the date of issue. If we do not receive your acceptance within the stipulated time frame , this Offer of Intent will be deemed to have been rejected by you.

All communications / notices should be addressed to:

Human Resource Dept – Talent Acquisition (Campus Hiring)
L&T - Technology Services, SEZ Unit II,
Hazel-Block L3, Ground Floor, Manyata Embassy Business Park,
Nagawara, Bangalore 560045

Congratulations on your selection to be part of L&T Technology Services Ltd.!!!

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

Yours truly,
For L&T Technology Services Limited

Krishnakumar Nair
Head – Talent Acquisition

Acceptance by applicant below

I have read this Offer of Intent and accept the same

Name:

College:

Signature

Date:

Signature Not Verified

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L&T Technology Services

Ref:LTTS/HR/ET/2019/

Date:

ANNEXURE

Name

Grade : LTTS-2 Designation : Associate Engineer(Trainee)

Salary Components	MONTHLY (INR)	ANNUAL (INR)
Basic Salary	11,000	1,32,000
Flexible Benefit Plan (FBP)	20,015	2,40,180
Allowances & Reimbursements under FBP - House Rent Allowance - Meal Card - Education Allowance - Mobile Expense Reimbursement - Leave Travel Assistance (LTA) - FBP Balance	Eligibility under each of these components is mentioned in the attached FBP	
GROSS MONTHLY==>	31,015	3,72,180
Provident Fund (@ 12% of basic salary)	1,320	15,840
TOTAL FIXED COMPENSATION==>		3,88,020
Bonus	1000	12,000
TOTAL COMPENSATION==>		4,00,020

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Hashedin
Technologies Pvt. Ltd

U72200KA2010PTC055702

#459, 17th Cross, 14th Main, Sector4,
HSR Layout, Near BDA Complex,
Bangalore - 560102

Mr. Rishav
Bangalore
Email ID rrishav51@gmail.com
Phone +91-8660473044

Date: 23rd Dec 2018

Dear Rishav,

Greetings from **HashedIn Technologies!**

We are pleased to offer you an appointment for Internship with a joining date as of 1st Feb 2019 till July 2019 with HashedIn Technologies Private Limited ("Company"). During the internship period, you will be entitled to receive a stipend of Rs.20,000/- per month (Rupees Twenty 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** at **Band 7** upon successful completion of your internship and coursework. Post internship, you will be entitled to receive a gross CTC of **INR 7,15,000/-** (Rupees Seven Lakhs Fifteen Thousand Only). You can refer to the following table for breakup.

CTC Breakup	Amount
Fixed Component	INR 5,25,000
Variable Performance Bonus	Upto INR 87,500
Joining Bonus *INR 42,500 – Payable with 1st month salary in Aug 2019 **INR 60,000 – Payable with 12th month salary in Aug 2020	INR 1,02,500
Total Cost to Company	**INR 7,15,000**

* 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 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.

We are committed to providing you with suitable training, mentoring and support to prepare you to enter and succeed in the target position. Your performance will be evaluated on a half yearly basis.

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Hashedin
Technologies Pvt. Ltd

U72200KA2010PTC055702

#459, 17th Cross, 14th Main, Sector4,
HSR Layout, Near BDA Complex,
Bangalore - 560102

We are confident you will be able to make a significant contribution to the success of our company and look forward to getting you on board soon.

Please confirm your acceptance by signing and sending a scanned copy by 5 PM tomorrow.

Employee

Rishav
Intern

HashedIn Technologies Pvt. Ltd.

( )
Thanmayi Devaladakere
Human Resources
#459, 17th cross, 14th main,
HSR Layout, Sector 4,
Bangalore – 560102

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

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Registered Office:
Intuit India Product Development Centre Pvt. Ltd.
8, PriTech Park SEZ Area
Belandur Village Varthur Hobli,
Bangalore East Taluk Campus
Bangalore - 560 103
Ph:+91 80 3076 7000
Fax: +91 80 3076 7010

December 14, 2018

Rithik Jain

#245, 5th cross Mansara road, indiranagar

mysore KA 570010

Dear Rithik,

We are pleased to offer you the position of **Co-op** Intern at **Intuit India Product Development Center Private Limited ("Intuit"** or the **"Company"**) reporting to **Harish Viswanathan**. We hope you are as excited about this opportunity as we are to have you on our team. The following is a summary of the terms and conditions of this offer, which will apply to your temporary internship with Intuit.

Terms and Conditions:
The duration of your internship is for **6 months** starting from **January 9, 2019 ("Internship Start Date")**. You will be paid a stipend of **Indian Rupee (INR) 60,000/-** per month. You will not be eligible for any other benefits of the organization.

Please note that Company will not be responsible for any personal/other liabilities in connection to the contract other than the stipend mentioned in this Intern Offer letter.

This letter confirms our understanding that you are not subject to any employment agreement or any other agreement that would preclude the Company from offering this position to you or preclude you from joining our Company in the position described above. This also confirms that you will not be asked to disclose to the Company any secrets or proprietary information from your prior places of employment.

You shall maintain total secrecy with regard to any confidential information pertaining to the Company and its customers and you shall not divulge it either during the internship or at any point following the internship. Additionally, as a pre-requisite for your internship, you will be required to execute the company's Intern Invention Assignment & Confidentiality Agreement, attached hereto as Annexure B.

This letter of offer shall not be construed as creating or evidencing any separate or independent obligation of the Company or any other person or entity to hire or to retain you as its employee, consultant or otherwise for any specified period of time or to assign to you any particular duties or responsibilities.

Your work in the organization will be subject to the rules and regulations of the organization as laid down in relation to conduct, discipline and other matters. 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 or concealed any material information, in such cases, you will be liable to removal from internship without any notice.

Your internship with the Company is only for the period of time specified above, beginning on the Internship Start Date, and may only be extended if in a writing signed by the Company's HR Country Manager. In addition, either you or the Company is free to terminate the relationship for any reason, with or without cause, with one month's notice or payment in lieu of notice.

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Registered Office:
Intuit India Product Development Centre Pvt. Ltd.
8, PriTech Park SEZ Area
Belandur Village Varthur Hobli,
Bangalore East Taluk Campus
Bangalore - 560 103
Ph:+91 80 3076 7000
Fax: +91 80 3076 7010

This letter constitutes the entire agreement between you and Intuit and supersedes any and all prior agreements, statements or representations made between the parties regarding your internship.

Please electronically sign and date this letter and confirm your planned hire date. We take pleasure in welcoming you to our organization and sincerely hope that your period of internship with us will be pleasant and of mutual benefit.

Sincerely,

Mohan Kumar
Senior Talent Acquisition Program Manager
Intuit India Product Development Center Private Limited

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Accepted: DocuSigned by: Rahul Jain Date: 12/14/2018 Start Date: 09/01/2019

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Cerner

CS

June 8, 2019

Rohan Sapare
#48, SIDDHARTH
Siddeshwar park, Vidyanagar,
Hubballi, India 580031

Dear Rohan:

On behalf of Cerner Healthcare Solutions India Private Limited ("Cerner"), I am pleased to offer you the position of Software Engineer at Manyata C-2 in Bangalore. We believe your skills, aptitude, and interests are consistent with the outstanding opportunities for growth in this group.

Your position at Cerner is subject to a minimum probationary period of six (6) months. Your continued employment may be confirmed at the end of the probationary period if your performance is satisfactory. Your probationary period will count towards your continuous employment.

COMPENSATION

We are offering an Annual Guaranteed Cash of Rs. 5,30,000.

Cerner will deduct taxes at source as required by law. You will be responsible for your tax liabilities under applicable tax laws and regulations. Your CTC opportunity is Rs. 6,10,134 per annum. You will enjoy benefits and perquisites as detailed in the attachment. Cerner reserves the right to vary, amend and modify any item of the salary package without adversely affecting the total compensation. Compensation is regarded as confidential information and should not be disclosed to other employees. Your position at Cerner is a professional position that requires a significant level of responsibility, discretion and independent judgment. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure good results.

ASSOCIATE BENEFITS

Cerner offers a comprehensive program of benefits to address your physical, financial and emotional health. At Cerner, we believe the foundation for a successful career starts with a variety of options that meet your needs while supporting a healthy lifestyle.

A standard component of our benefits package is Personal Time Off. You will be entitled to 27 days of Personal Time Off each year to be used for vacation, illnesses and other personal reasons and 10 standard business holidays. Please access the 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 July 8, 2019. This Invitation of Employment is contingent upon receipt of a satisfactory outcome of a background check and proceeds on the basis that information you provided is accurate.

Please acknowledge and electronically accept this Invitation of Employment by June 12, 2019, after which date, this offer will expire. If you need more time to consider your options, simply let us know,

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Pseudonym=5e520c9a97e4daeb2e827[illegible]8f88c15c36e9252e3ca1b4654b63ed66809,OU=REGISTRAR, DEJSS SCIENCE AND TECHNOLOGY UNIVERSITY, C=IN
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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
Manager | Lead 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: _____
Rohan Sapare

Today's Date: 12/06/2019

Signature Not Verified
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October 29, 2018

To,
Mr. Sharanappa Bellad
SJCE Mysore,
Mysore.

Dear Sharanappa,

On behalf of Aurigo Software Technologies Pvt. Ltd (hereinafter referred to as the "**Company**"), I am pleased to offer you the position of **Member Technical Staff** of the Company. We are impressed with your credentials and look forward to your future success in this position.

The terms of your new position with the Company are as set forth below:

1. **Position**

a. You will be appointed as **Member Technical Staff** of the Company, working out of the Company's offices in Bangalore. In this role you will be accountable for working on a variety of projects in a highly collaborative, fast-paced environment. You will be responsible for analyzing the requirements, designing and developing the software and enhancing the platform for our award winning flagship product suite Aurigo Masterworks using the .Net technology stack. You should have the ability to work in a team, constantly meet deadlines and possess good written and oral communication skills. You will report to the **Engineering Manager** or such other positions as directed by the Company from time to time.

b. You agree to the best of your ability and experience that you will at all times loyally and conscientiously perform all of the duties and obligations required of and from you pursuant to the express and implicit terms hereof, and to the reasonable satisfaction of the Company. During the term of your employment, you further agree that you will devote all of your business time and attention to the business of the Company, the Company will be entitled to all of the benefits and profits arising from or incident to all such work services and advice, you will not render commercial or professional services of any nature to any person or organization, whether or not for compensation, without the prior written consent of the Company's Board of Directors, and you will not directly or indirectly engage or participate in any business that is identical, similar o otherwise competitive in any manner with the business of the Company. Nothing in this letter agreement will prevent you from accepting speaking or presentation engagements in exchange for honoraria or from serving on boards of charitable organizations, or from owning no more than one percent (1%) of the outstanding equity securities of a corporation whose stock is listed on a national stock exchange.

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2. **Start Date**

Subject to fulfillment of any conditions imposed by this letter agreement, you will commence this new position with the Company on **3rd June, 2019.**

3. **Compensation Plan**

You will be paid a CTC of **INR 7,00,000 per annum** and **INR 3,00,000** of retention bonus (retention bonus of INR 1,00,000 will be paid on completion of every year for 3 consecutive years). The fixed compensation includes all components such as Basic, HRA, PF and Leave Travel Assistance. The salary break-up is detailed in Annexure A of this Offer Letter. The Company shall be entitled to deduct Income tax at source, at the rates applicable on your remuneration; Employment / Professional tax and all other dues from you to the Company such as, loans and advances given to you and all statutory deductions applicable from time to time.

Your base salary will be reviewed annually as part of the Company's performance review process.

4. **Stock Options**

Subsequent Option Grants. Subject to the discretion of the Company's Board of Directors, you may be eligible to receive additional grants of stock options or purchase rights from time to time in the future, on such terms and subject to such conditions as the Board of Directors shall determine as of the date of any such grant.

5. **Benefits**

a. Insurance Benefits.
1. You will be covered under Accident Insurance for 10 Lakhs.
2. In addition to the above you will also be covered for Medical Insurance of Rs. 4 lakhs for yourself and your dependents from the date of Joining.
   This Insurance coverage will be over and above your CTC.

b. Vacation; Sick Leave. You will be entitled to 15 days paid vacation and 8 days of sick leave per year pro-rated for the remainder of this calendar year. Un-utilized vacation leave can be carried forward to the next leave cycle. However, the maximum vacation leave that can be accumulated by an employee is 30 days. Beyond the 30-day limit, vacation leave will lapse.

c. Gratuity is over and above the CTC and is applicable as per the Gratuity Act.

6. **Confidential Information and Invention Assignment Agreement**

Your acceptance of this offer and commencement of employment with the Company is contingent upon the execution, and delivery to an officer of the Company, of the Company's Confidential

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Information and Invention Assignment Agreement, a copy of which is enclosed for your review and execution (the "**Confidentiality Agreement**"), prior to or on your Start Date. In the event that there is any breach of any of your obligations under the terms of the Confidentiality Agreement, you shall be required to indemnify the Company for any loss that the Company may incur as a result of any such breach, as more fully described under the terms of the Confidentiality Agreement.

7. **At-Will Employment**

You understand and acknowledge that your Relationship with the Company is and shall continue to be at-will, as defined under applicable law, meaning that either you or the Company may terminate the relationship at any time for any reason or no reason, without further obligation or liability, with a sixty (30) days written notice by either party or salary in lieu thereof. Failure to comply with the notice period will attract a penalty of a sum equivalent to the compensation payable to you pro rata for the un-served notice period.

If an employee was offered any retention bonus, the date of resignation/termination will be considered as date of cessation of employment agreement and accordingly, notice period served if any shall not be considered for computation of retention period.

The Company reserves the right terminate this employment for cause with immediate effect if there is a violation of any of the terms of this agreement by you. Such termination will not include any further obligation or liability borne by the Company.

8. **Transfer**

Though you have been engaged for a specific position, the Company reserves the right to transfer you to any other location, department, establishment, factory, subsidiary or branch of the Company/Group in existence now or which may be established hereafter in India or abroad. In such cases, you will be governed by the terms and conditions of service applicable to the new assignment.

9. **Company Policies**

You will be governed by the Company's policies, regulations and procedures on the office timings, leave, travel, transfers, misconduct, Provident fund, Bonus and ESI/Medical Reimbursement or/and other matters etc, presently in force or as introduced/amended from time to time. Further, the Employee during the employment period shall perform his/her duties with honesty, diligence, orderliness, obedience and faithfulness towards the Company.

10. **Non - Solicitation & Competition**

You shall not during the term of employment with the Company and for a period of 24 months thereafter immediately following the termination of employment with the Company for any reason, whether with or without cause, you shall not either:

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- directly or indirectly solicit, induce, recruit or encourage any of the Company's employees to leave their employment, or join any other employment or undertake any other activity that is of similar nature so as to give any sort of competition to the business of the Company;

- take away any clients or customers of the Company or attempt to solicit, induce, recruit, encourage or take away clients or customers of the Company, either for yourself or for any other person or entity;

- join the services or be associated with any former employee of the Company who is undertaking or seeks to undertake any activity competing with the business of the Company;

- join the services or be associated with any client of the Company who is into similar business of the Company or seeks to undertake any activity competing with the business of the Company;

a breach under this clause shall be construed to be a material breach of this terms and conditions of employment.

You agree that any dispute in this regard, shall be determined by the Company and hereby agree that the decision of the Company in this regard shall be final and binding on you.

You understand and acknowledge that your employment with the Company is subject to the accuracy of the testimonials and other information provided by you and a positive medical, reference and background check.

11. **Governing Law; Consent to Jurisdiction**

This Agreement will be governed by the laws of India. You hereby expressly consent to the jurisdiction of the courts located in Bangalore for any lawsuit filed there against you by the Company arising from or relating to this Agreement.

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We are all delighted to be able to extend you this offer and look forward to working with you. To indicate your acceptance of the Company's offer, please sign and date this letter in the space provided below and return it to me, along with a signed and dated copy of the Confidentiality Agreement. This letter, together with the Confidentiality Agreement, set forth the terms of your employment with the Company and supersedes any prior representations or agreements, whether written or oral. This letter may not be modified or amended except by a written agreement, signed by the Company and by you.

BEST WISHES

RANGA GOWDA

Signature

Title: **Director – Professional Services**

Date: **29th October, 2018**

ACCEPTED AND AGREED:

SHARANAPPA BELLAD



Signature

Date: **29th October, 2018**

Signature Not Verified

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L&T Technology Services

Ref: LTTS/HR/ET/2019/220 **Date:** 16.08.18

Name: BELLAD SHARANAPPA

Issued By	:	JASON SS
Signature	:	Jason
Date	:	16.08.18

Offer Of Intent

Dear Sharanappa,

Greeting from L&T Technology Services Ltd.!

We are pleased to make you this offer of intent for the position of **Associate Engineer.** We trust that this opportunity finds you mutually excited about your new employment with L&T Technology Services (hereinafter referred as "Company"). We reiterate that you have made the right decision and we are certain that you will have a great career with us!

Upon your acceptance of this Offer of Intent and subject to you meeting all the applicable requirements under this Offer of Intent, we shall share a detailed Appointment Letter, which will outline the specific employment terms and conditions. Please note this Offer of Intent is not an offer or offer of employment or a legally binding contract of employment.

The content of this Offer of Intent are strictly between you and the Company. Please treat this Offer of Intent and the contents here as personal and confidential.

This Offer of Intent is valid subject to you

- Having secured more than 60% in SSC / X and HSC / XII std (10th and 12th).
- Having secured 60% aggregate in Engineering Graduation
- Passing the final year examination of Graduation in the first attempt.
- Found medically fit by the Company authorized doctors.
- Submitting a Service Agreement, agreeing to serve the company for a period of 2 years from the date of commencement of training.
- Submitting all necessary documents at the time of joining
- No drop in any semester/ year throughout the course

If any information provided by you during the selection process is found to be incorrect and / or false, the Company reserves the right to revoke this Offer of Intent without any notice.
This Offer of Intent is also contingent upon us working together to determine an appropriate start date for your employment. The training is for a period of one year comprising of class-room / on the job training. The date of commencement of training and venue for reporting will be intimated to you at a later date.

You will be continuously assessed during your training. If you do not complete the class room / on the job training to our satisfaction, your appointment automatically stand cancelled.

During the period of training, your stipend will be INR 4,00,012/- per annum

On successful completion of training, you can be posted / transferred to any of our SEZ / STPI sites across India. Your employment will be governed by the rules, regulations and policies of the company.

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L&T Technology Services

Ref:LTTS/HR/ET/2019/ 220 **Date:**

Issued By	: JASON S.S
Signature	: Jason
Date	: 16.08.18

If the above stated terms are acceptable to you, kindly sign and return the duplicate copy of this Offer of Intent within ten (10) days from the date of issue. If we do not receive your acceptance within the stipulated time frame , this Offer of Intent will be deemed to have been rejected by you.

All communications / notices should be addressed to:

Human Resource Dept – Talent Acquisition (Campus Hiring)
L&T - Technology Services, SEZ Unit II,
Hazel-Block L3, Ground Floor, Manyata Embassy Business Park,
Nagawara, Bangalore 560045

Congratulations on your selection to be part of L&T Technology Services Ltd.!!!

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

Yours truly,
For L&T Technology Services Limited

Krishnakumar Nair
Head – Talent Acquisition

Acceptance by applicant below

I have read this Offer of Intent and accept the same

Name: SHARANAPPA BELLAD

College: SRI JAYACHAMARAJENDRA COLLEGE OF ENGINEERING

Signature

Date: 17/08/18

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Privacy Management Software

August 31, 2018

Dear SHARMISHTA B M ,

OT Privacy Software Private Limited is pleased to offer you employment as a Software Developer on the following terms:

1. Duties. As a Software Developer, you agree to devote the whole of your professional time, attention and energy to the performance of these duties and not, directly or indirectly, to consult with, advice, work for or have any interest in any competing business or pursuit during this employment that creates a conflict of interest

2. Remuneration Package: Annual Fixed Compensation: You are being offered a Total Annual Fixed Compensation (inclusive of standard company benefits) of **Rs.** 500,000 *(Rupees. Five Hundred Thousand only) Please* refer Annexure 1 for details. You are liable to pay all taxes and liabilities as required under Indian Tax Law. With the exception of the obligation to withhold taxes from your remuneration, the Company assumes no responsibility for your personal tax affairs.

3. Benefits: You will be eligible for a Group Health Insurance policy and Group Personal Accident Insurance policy as per the existing policy which would be explained to you at the time of on-boarding

Leave: You are entitled for '15' vacation days and '5' sick leaves per year.

Expenses : Any reasonable travel and out of pocket expenses wholly and necessarily incurred on Company business will be reimbursed to you in line with OT Privacy Software Private Limited expenses policy in force from time to time.

Health & Safety: You are responsible for taking reasonable care for health & safety of yourself and other persons who may be affected by your acts at work. You are also responsible for complying with all enactments, regulations and Company rules in this respect.

4. Working Hours: The normal expected standard working hours are 9.30 am to 6.30 pm from Monday to Friday. However, there may be occasions where you may be required to work beyond these hours and you are expected to cooperate accordingly. Your salary includes compensation for any such additional hours

5. Position: As a Software Developer you will be to carry out, but not limited to, following activities:

- You will be based out of our Bangalore office
- Your job may require you to travel both in India and abroad
- Contribute in all phases of the development lifecycle for our application suite
- Enhance existing applications to meet business and development requirements.
- Ensure quality by using industry accepted best practices for development.

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- Communicate with technical architects on technical aspects and business analysts on functional requirements.
- Continuous learn new technologies / methodologies and build domain expertise for the privacy industry
- The Software Developer will play an instrumental role in new product development, innovation and brainstorming sessions, rapid prototyping of digital applications and services
- Ensure adherence to best development practices – Coding Standards, Unit Tests, Design Principles
- Design quick prototypes in both low and high fidelity as well as take successful prototypes to a more structured design process

- **Probation and Confirmation:**

You will be on probation for a period of 6 months from the date of joining duty. However there will be an interim review after completion of 3 months. Your performance will be evaluated during the interim review to assess your potential for continued employment. During this period if the management is not satisfied with your work and conduct, your services are liable to be terminated with two weeks' notice period. However the Management reserves the right to fix the last working day which can be on or before the completion of the notice period, based on the deliverables. After assessment of your work we will either confirm your employment or extend your probation for 3 more months. On confirmation as a regular employee, you will be required to give one month's notice in case you decide to leave our services subject to the Company's discretion. Similarly; the Company can terminate your services by giving one month's notice. The Company may terminate your services immediately on disciplinary grounds.

6. Separation with no Cause. For separation with no Cause, either party may give notice of separation of employment at any time, subject to one month's notice in writing. Following any termination of the period of Employment, you shall fully co-operate with the Company in all matters relating to the winding up of pending work on behalf of the Company and the orderly transfer of work to other employees of the Company. You agree that all property, including, without limitation, all equipment, tangible proprietary information documents, books, records, reports, notes, contracts, lists, computer disks (and other
computer-generated files and data) and copies thereof, created on any medium and furnished to, obtained by, or prepared by you in the course of or incident to your Employment, belongs to the Company and shall be returned promptly to the Company upon termination of the period of Employment.

7. Separation for Cause. At any time, by notice to you specifying the reason for termination, the Company may terminate your employment for cause (as defined below): The Company shall pay you all compensation then due and owing, together with accrued vacation pay and benefits prior to the date of termination and any variable performance pay that has accrued or been declared but that has not yet been paid. Termination for "cause" means the failure on your part to properly carry out your duties after notice by the Company of the failure to do so and an opportunity for you to correct the same within a reasonable time from the date of receipt of such notice, conviction for theft, fraud or another serious crime by a court of competent jurisdiction, or dishonesty or gross, willful and persistent misconduct by you involving the property, business or affairs of the Company or the carrying out of your duties

8. Modification. The terms of this letter of agreement between you and the Company may be amended only by an agreement in writing signed by you and the Company.

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9. Voluntary Agreement. You represent and agree that you have reviewed all aspects of the terms set forth in this letter, have carefully read and fully understand all of its provisions, have had the opportunity to review any and all of its aspects with legal, tax or other advisors of your choice, and, by your signature below, are voluntarily entering into this agreement with the Company.

10. Pre-Joining requirements: On the date of joining, please submit the following documents: -

- Three passport size photographs
- Copies of all educational certificates
- Relieving letter from previous employers
- Experience certificate from other previous employers
- Proof of date of birth & permanent address
- Last salary slip / Proof of last salary drawn

- Form 16, if paying tax previously
- Photo ID Proof (Pan Card)
- All utilized pages of your passport (In case you do not have please apply for the same)

Date of reporting: We hope that you find the foregoing terms acceptable. Please indicate your agreement with these terms and accept this offer by signing and dating the enclosed duplicate original of this letter and returning them to us.

You are required to report to the office of **OT Privacy Software Private Limited** on or before July **1**, 2019.

The terms of this offer are strictly confidential between you and **OT Privacy Software Private Limited**

Please do confirm your acceptance of this offer. You will be governed by the rules, regulations and policies of the Company as applicable to you.

All the benefits as per the Company's polices, which are subjected to change from time to time.

We look forward to welcoming you to OT Privacy Software Private Limited and we are confident that you will make an important contribution to our growth and development, while enriching and taking your own career forward at a rapid pace.

If you should wish to clarify any aspects of this offer, please do not hesitate to contact me.

Sincerely,

Hemanth Kumar

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Human Resources
OT Privacy Software Private Limited

Annexure 1

Compensation Break up

Name: SHARMISHTA B M
Designation: Software Developer

Components	Annual CTC	Monthly CTC
BASIC	250,000	20,833
HRA	100,000	8,333
Conveyance Allowance	19,200	1,600
Medical Allowance	15,000	1,250
Employer PF contribution	30,000	2,500
Other Allowance	85,800	7,150
Total CTC	500,000	41,667

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Note:

The above are subject to applicable taxes as per the Indian Income tax guidelines. All other terms and conditions of your appointment, not specifically altered by this letter, remain unchanged. Your compensation is personal & confidential to you. Sharing/discussing the same with anybody other than the designated authority is not permitted.

By Signing and dating this letter below, I, _____, accept the job offer of

_____ by **OT Privacy Software Private Limited**

Signature: _____

Date: _____

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SHARMISHTA B M August 31, 2018

Employee Confidentiality & Intellectual Property Agreement

As a condition of my employment with **OT Privacy Software Private Limited**, its subsidiaries, affiliates, successors or assigns (together "the Company"), and in consideration of my employment with the Company effective July 1, 2019 and my receipt of the compensation now and hereafter paid to me by Company, I agree to the following:

NONDISCLOSURE of CONFIDENTIAL INFORMATION

1. Company Information: I agree at all times during the term of my employment and thereafter, to hold in strictest confidence, and not to use, except for the benefit of the Company, or to disclose to any person, firm or corporation without written authorization from one of the directors of the company, any Confidential Information of the Company. I understand that "Confidential Information" means any Company proprietary information, technical data, trade secrets or know-how, including but not limited to: research, product plans, products, services, customer lists and customers (including but not limited to: customers of the Company on whom I called or with whom I became acquainted during the term of my employment), markets, software, developments, inventions, processes, formulas, technology, designs, drawings, engineering, hardware configuration information, marketing, finances and other business information disclosed to me by the Company either directly or indirectly in writing, orally or by drawings or observation of parts or equipment. I further understand that Confidential Information does not include any of the foregoing items which has become publicly known and made generally available through no wrongful act of mine or of others who were under confidentiality obligations as to the item or items involved.

2. Company Property: All documents, software code, development artefacts, inventions, processes, formulas, technology, designs, drawings, engineering, hardware configuration information, marketing, finances and other business information correspondence, and/or other materials developed by employee while employed by Company shall be the sole and exclusive property of Company, its successors and assigns. Employee hereby assigns and grants to Company and Company hereby accepts from Employee, all of Employee's right, title and interest to the Contract Work, including, but not limited to, work which is subject to copyright under the Indian Copyright Act

3. Former Employer Information: I agree that I will not, during my employment with the Company, improperly use or disclose any proprietary information or trade secrets of any former or concurrent employer or other person or entity and that I will not bring onto the premises of the Company any unpublished document or proprietary information belonging to any such employer, person or entity unless consented to in writing by such employer, person, or entity.

4. Third Party Information: I recognize that the Company has received and in the future will receive from third parties their confidential or proprietary information subject to a duty on the Company's part to maintain the confidentiality of such information and to

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use it only for certain limited purposes. I agree to hold all such confidential or proprietary information in the strictest confidence and not to disclose it to any person, firm, or corporation or to use it except as necessary in carrying out my work for the Company consistent with the Company's agreement with such third party.

SHARMISHTA B M August 31, 2018

RETURNING COMPANY DOCUMENTS

I agree that, at the time of leaving the employ of the Company, I will deliver to the Company (and will not keep in my possession, recreate or deliver to anyone else) any and all devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings blueprints, sketches, materials, equipment, other documents or property, or reproductions of any aforementioned items developed by me pursuant to my employment with the Company or otherwise belonging to the Company, its successors, or assigns.

REPRESENTATIONS

I agree to execute any proper oath or verify any proper document required to carry out the terms of this Agreement. I represent that my performance of all the terms of this Agreement will not breach any agreement to keep in confidence proprietary information acquired by me in confidence or in trust

prior to my employment by the Company. I have not entered into, and I agree I will not enter into, any

oral or written agreement in conflict herewith.

EQUITABLE REMEDIES

I agree that it would be impossible or inadequate to measure and calculate the Company's damages from any breach of the covenants set forth in this Agreement. Accordingly, I agree that if I breach any of these covenants, the Company will have available, in addition to any other right or remedy available, the right to obtain an injunction from a court of competent jurisdiction restraining such breach or threatened breach and to specific performance of any such provision of this Agreement. I further agree that no bond or other security shall be required in obtaining such equitable relief and I hereby consent to the issuance of such injunction and to the ordering of specific performance.

GENERAL PROVISIONS

1. Entire Agreement: This Agreement sets forth the entire agreement and understanding between the Company and me relating to the subject matter herein and merges all prior discussions between us. No modification of or amendment to this agreement, nor any waiver of any rights under this agreement, will be effective unless in writing signed by the party to be charged. Any subsequent change or changes in my duties, salary or compensation will not affect the validity or scope of this Agreement.

Signature Not Verified
SOKKALINGAM ARUMUGAM DHANARAJ
Date: 2024.02.02 22:35:05 IST
Reason: 43c67a408095fd141209 57ae, ST=Karnataka, PostalCode=570006, Phone=6c62dc6a97e4c1a626 1dd89ff89c15c36e9252e3ca1 b465469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND TECHNOLOGY UNIVERSITY, C=IN
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2. Severability: If one or more of the provisions in this Agreement are deemed void by law, then the remaining provisions will continue in full force and effect.

3. Successors and Assigns: This Agreement will be binding upon my heirs, executors, administrators, and other legal representatives and will be for the benefit of the Company, its successors, and its assigns.

Print Name	Signature	Date

Signature Not Verified
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Conflict of Interest

OT Privacy Software Private Limited, (hereafter referred to as "the Company"), employees have an obligation to promote and act in the best interest of the Company at all times. The Company employees should avoid any action which may involve a conflict of interest with the Company.

The Company recognizes and respects that directors, officers and employees may take part in legitimate financial, business and other activities outside their jobs. However, those activities must be lawful and free of conflicts with their responsibilities as <Company> directors, officers and employees and to act in the best interest of <Company>.

Employees must also avoid apparent conflicts of interest, which occur where a reasonable observer might assume there is a conflict of interest and, therefore, a loss of objectivity in their dealings on behalf of the Company. If you have any questions whether your action could be construed as a conflict of interest or not, you must discuss it with your manager.

What you are expected to do as the Company's director, officer or employee:

Disclose your outside business activities, financial interests or relationships that may present a possible conflict of interest or the appearance of a conflict, especially where your financial interest in a company could affect the Company's business with that company. Make your disclosures in writing to your supervisor. In particular:

(1) Obtain necessary approvals from the Company before accepting a position as an officer or director of an outside business which is not affiliated with the Company.
(2) Obtain the approval of your supervisor when accepting a board position with a not-for-profit entity, when there may be Company's business relationship with the entity or an expectation of financial or other support from the Company.
(3) Do not take another job, full-time, part-time or as a contractor without prior disclosure to and approval by your manager. No position should be accepted where you may be tempted or expected to spend time on that job during your normal Company working hours or use the Company's resources and property.
(4) Do not, without the express written consent of the Company, directly or indirectly (as a director, officer, employee, manager, consultant, independent contractor, advisor or otherwise), engage in competition with, or own any interest in, perform any services for, or otherwise participate in any business or organization which engages in competition with the Company or any subsidiary thereof.

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Avoid actions or relationships which might conflict or appear to conflict with your job responsibilities or the interests of the Company. Conflicting situations may include but are not limited to:

(1) Receiving Gifts:

In order to avoid a conflict of interest, an employee's decision to give or receive a gift must be made in the best interest of the Company. In reaching business decisions, an employee should not be influenced by the acceptance of gifts from a current or prospective customer, vendor, partner, etc. The Company may view the receipt of such gifts as inappropriate. If you have any questions about the appropriateness of a gift, please ask your manager or the legal department prior to acceptance. Likewise, it is inappropriate to offer a gift to a current or prospective customer, vendor, partner without prior approval from your manager and the legal department.

What constitutes a "gift"? Gifts include any tangible item or service/activity including tickets to sporting events or other entertainment that could lead to the creation of an obligation, perceived or actual.

Gifts of nominal value ($25), especially sales novelty items or other items generally regarded as advertising specialties on which the supplier's name typically appears are generally acceptable.

(2) Employment of Relatives:

If you and members of your family are employed by the Company, one may not supervise the other without permission from your direct supervisor. Family members include the employee's spouse, child, parent, parent-in-law, grandparent, grandchild, son/daughter-in-law, step-parent, sibling, sibling-in-law, child of the employee's spouse or domestic partner, and any relative living in the household of the employee. Should two employees who work together or supervise each other enter into a personal, non-work related relationship, the relationship must be reported to Human Resources immediately. One or both employees may have to be transferred. Failure to report to Human Resources may lead to further disciplinary action.

For purposes of this policy, a personal relationship is a relationship of a romantic or intimate nature or of a character that could result in an allegation of conflict of interest or inappropriate behavior. Employees should err on the side of disclosure as openness helps to avoid future misunderstandings.

(3) Promotion of Outside Business:

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Do not promote or assist an outside business or not-for-profit activity using your Company's position, such as by directing business to a supplier that is owned or managed by a relative or close friend.

SHARMISHTA B M

Name	Signature	Date

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02.02.2024 22:35

December 26, 2018

Dear Sharmishta,

We are pleased to offer you the position of Intern for a period of 16 weeks from 15th January 2019. You will report to Ramaswamy Meka.

Intern Salary: Your intern fee is INR 15,000 per month, payable on a monthly basis on the last working day of the month.

Non-Contractual Benefits: Our Company from time to time establishes programs which may provide you with benefit which are not part of this agreement. Such programs may be amended, suspended or discontinued at the company's sole discretion.

Termination: During the period of internship agreement, either party may terminate this agreement by giving one (1) month notice in writing or intern fee in-lieu of notice period if required.

We welcome you and look forward to working with you.

To indicate your acceptance, kindly sign a copy of this letter and return it to us as soon as possible.

The terms and conditions of internship are set out in this letter:

Best regards,

Human Resources

Agreed to and Accepted:

Candidate Name Date

Signature Not Verified
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SIEMENS Healthineers

Siemens Healthcare Private Limited

Name Vivek KS
Department Human Resources
Telephone +91 (80) 6192 2024
E-mail Vivek.ks@siemens-healthineers.com
Our reference HR/BLR/SHPL
Date November 23, 2018

Shashank R
Sri Jayachamarajendra College of Engineering

Internship for Shashank,

Dear Shashank,

We are pleased to accept you as an intern for the period starting from January 17th, 2019 to May 31st, 2019. You will undergo internship program at Siemens Healthineers, Bangalore. Your internship is confirmed with Diagnostic Imaging Computed Tomography.

During this period of internship, we shall pay you Rs.16,500/- p.m., and you will be covered under applicable statutory benefits.

The address and contact details of our Organization are as follows:

Siemens Healthcare Private Limited
Gold Hill Supreme Software Park II (Eastern Tower),
Plot # 21, 22, 27&28, Electronics City Phase – 2
Hosur Road,
Bangalore – 560100.
INDIA.
Tel: +91-80-6192 2001

During this period of internship, you can avail the bus and canteen facilities provided by the company at no cost.

We observe a policy of flexible office timings. Consequently, you have the benefit to choose one of the following timings with prior approval of the Department Head:
- 07:30 am to 04:30 pm
- 09:00 am to 06:00 pm
- 10:00 am to 07:00 pm

In case you need any further information, please feel free to contact us.

Yours faithfully,
For Siemens Healthcare Private Limited

Vivek K S
Deputy General Manager
Human Resources

Accepted By:
Name
Intern
Date:

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JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

Qualcomm

QUALCOMM India Private Limited
Corporate Identity Number(CIN): U64202DL1996PTC076991
Registered Office:
Unit No. 201, 2nd Floor, Tolstoy House
15, Tolstoy Marg, New Delhi -110001,
Tel:+91-11-43083550, Fax: +91-11-43083550

October 09, 2018

Shifali Shetty
India

Dear Shifali,

Re : Internship Programme at Qualcomm India Private Limited
We are pleased to extend an offer for internship with Qualcomm India Private Limited ("Qualcomm") as a/an Interim Intern.

Your internship will commence at Qualcomm's Bangalore office in the month of January, 2019.

Your internship will end approximately 24 weeks from your Start Date ("End Date").

Such internship at Qualcomm does not entitle you to claim or claim preference to employment at Qualcomm.

You will be eligible to receive a monthly stipend of INR 30,000 during your internship subject to proper performance and conduct, which shall be as assessed by Qualcomm in its sole discretion.

Benefits Program
Qualcomm is committed to providing its Interns, comprehensive and competitive levels of stipends and benefits. Please refer to the India Intern Benefits Summary for a description of eligible benefits.

Relocation
Qualcomm will provide you with the relocation package.

Confidentiality
You must always maintain the highest degree of secrecy and keep as confidential the records, documents and such other information relating to the business of Qualcomm which may be known to you or confided in you by any means in the course of your internship with Qualcomm. You will be required to sign the Inventions Disclosure, Confidentiality and Proprietary Rights Agreement with Qualcomm at the time of commencing your internship with Qualcomm.

India Taxes
Taxes will be withheld in accordance with India tax laws you shall be responsible for filing your personal returns and comply with other requirements under the India tax laws.

Termination of Internship

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SERIALNUMBER=09c71c7430509[illegible]d39f0bf7df6ea45d76c824ff
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Qualcomm

QUALCOMM India Private Limited
Corporate Identity Number(CIN): U64202DL1996PTC076991
Registered Office:
Unit No. 201, 2nd Floor, Tolstoy House
15, Tolstoy Marg, New Delhi -110001,
Tel:+91-11-43083550, Fax: +91-11-43083550

Your internship with Qualcomm will automatically terminate upon the End Date, unless extended by Qualcomm on specific written communication and terms and conditions of internship at that time. Your internship with Qualcomm may be terminated earlier than the End Date, by either you or Qualcomm by providing 14 (fourteen) days prior written notice. Qualcomm reserves the right to terminate your internship summarily without notice or payment in lieu of notice if it has reasonable grounds to believe that you are guilty of misconduct or negligence as per Qualcomm's policy or guidelines, or have committed any breach of this agreement.

Rules and Regulations
In addition to the terms and conditions of internship specifically stated herein, you will also be governed by the rules, regulations and such other practices, systems, procedures and policies framed, amended, modified or omitted by Qualcomm from time to time. You will also be governed by statutory laws enacted by Central or State Government or local authorities as may be applicable to you from time to time.

You should take due and proper care in maintaining and protecting the assets, properties, facilities, software and hardware, if and when provided by Qualcomm for the internship and on demand by Qualcomm, or immediately upon the cessation of this agreement, you will take all steps to return such assets, properties etc., to Qualcomm in the same condition as given, subject to normal wear and tear failing which Qualcomm will be entitled to recover such costs/compensation as it may deem fit, keeping in view the cost of such assets, properties, etc.

Governing law
This offer and any ensuing agreement shall be governed by and construed in accordance with the laws of India and any matter that may arise out of or in connection herewith shall be brought in courts of competent jurisdiction in India, which shall have exclusive jurisdiction.

Entirety
This offer and any ensuing agreement constitutes the entire agreement between the parties in relation to the subject matter hereof and supersedes any prior communications, writings, manifestations or understandings of any kind, oral or written in connection herewith. No delay or omission on the part of Qualcomm in exercising any of its rights hereunder shall operate as a waiver of such right or of any other right.
We believe we have made an excellent decision in selecting you. We hope that your performance will confirm our belief and you will find yourself involved in many ways in the growth of our company.

The acceptance of this offer of internship is contingent upon Qualcomm's receipt of the following completed documents by November 03, 2018 and will expire in case of non-receipt of the same:

- Copy of your passport (if you do not have a passport, please complete the attached Declaration Form)

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

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- Signed copy of this letter
- Agreement Regarding Restricted and Embargoed/Sanctioned Countries and Employee Export Written Assurance
- Invention Disclosure , Confidentiality and Proprietary Rights Agreement
- Copy of your PAN card & Aadhar card

Any reference to the word "employee" in any form shall be read as "Intern" when attached/read with this letter
We reserve the right to revoke the offer at our sole discretion at any time before the aforesaid deadline without any further obligation or liability.

Please accept the offer in the system in MM/DD/YYYY format. You should scan and email signed copies of these documents to university.relations@qti.qualcomm.com and carry your original signed letter on your start date of the internship and hand over the same to us. If you have any questions, please do not hesitate to contact Shailesh Kumar at kumarsha@qti.qualcomm.com or +91-40-67844030.

Sincerely,
Qualcomm India Private Limited

Aarathi Sampath Kumar
Sr Mgr, Talent Acquisition
QUALCOMM India Private Limited
Corporate Identity Number(CIN): U64202DL1996PTC076991

This document is electronically signed and does not require a physical signature for further authentication.

TERMS OF OFFER ACCEPTED

SIGNATURE: Shifali

PRINT NAME: SHIFALI. B. SHETTY

DATE: 29/10/2018

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Tel:+91-11-43083550, Fax: +91-11-43083550

PROPOSED START DATE: 02/01/2019

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August 31, 2018

Dear Shivam Bajpai,

OT Privacy Software Private Limited is pleased to offer you employment as a Software Developer on the following terms:

1. Duties. As a Software Developer, you agree to devote the whole of your professional time, attention and energy to the performance of these duties and not, directly or indirectly, to consult with, advice, work for or have any interest in any competing business or pursuit during this employment that creates a conflict of interest

2. Remuneration Package: Annual Fixed Compensation: You are being offered a Total Annual Fixed Compensation (inclusive of standard company benefits) of **Rs.** 550,000 *(Rupees. Five Hundred and Fifty Thousand only) Please* refer Annexure 1 for details. You are liable to pay all taxes and liabilities as required under Indian Tax Law. With the exception of the obligation to withhold taxes from your remuneration, the Company assumes no responsibility for your personal tax affairs.

3. Benefits: You will be eligible for a Group Health Insurance policy and Group Personal Accident Insurance policy as per the existing policy which would be explained to you at the time of on-boarding

Leave: You are entitled for '15' vacation days and '5' sick leaves per year.

Expenses : Any reasonable travel and out of pocket expenses wholly and necessarily incurred on Company business will be reimbursed to you in line with OT Privacy Software Private Limited expenses policy in force from time to time.

Health & Safety: You are responsible for taking reasonable care for health & safety of yourself and other persons who may be affected by your acts at work. You are also responsible for complying with all enactments, regulations and Company rules in this respect.

4. Working Hours: The normal expected standard working hours are 9.30 am to 6.30 pm from Monday to Friday. However, there may be occasions where you may be required to work beyond these hours and you are expected to cooperate accordingly. Your salary includes compensation for any such additional hours

5. Position: As a Software Developer you will be to carry out, but not limited to, following activities:

- You will be based out of our Bangalore office
- Your job may require you to travel both in India and abroad
- Contribute in all phases of the development lifecycle for our application suite
- Enhance existing applications to meet business and development requirements.
- Ensure quality by using industry accepted best practices for development.

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- Communicate with technical architects on technical aspects and business analysts on functional requirements.
- Continuous learn new technologies / methodologies and build domain expertise for the privacy industry
- The Software Developer will play an instrumental role in new product development, innovation and brainstorming sessions, rapid prototyping of digital applications and services
- Ensure adherence to best development practices – Coding Standards, Unit Tests, Design Principles
- Design quick prototypes in both low and high fidelity as well as take successful prototypes to a more structured design process

- **Probation and Confirmation:**

You will be on probation for a period of 6 months from the date of joining duty. However there will be an interim review after completion of 3 months. Your performance will be evaluated during the interim review to assess your potential for continued employment. During this period if the management is not satisfied with your work and conduct, your services are liable to be terminated with two weeks' notice period. However the Management reserves the right to fix the last working day which can be on or before the completion of the notice period, based on the deliverables. After assessment of your work we will either confirm your employment or extend your probation for 3 more months. On confirmation as a regular employee, you will be required to give one month's notice in case you decide to leave our services subject to the Company's discretion. Similarly; the Company can terminate your services by giving one month's notice. The Company may terminate your services immediately on disciplinary grounds.

6. Separation with no Cause. For separation with no Cause, either party may give notice of separation of employment at any time, subject to one month's notice in writing. Following any termination of the period of Employment, you shall fully co-operate with the Company in all matters relating to the winding up of pending work on behalf of the Company and the orderly transfer of work to other employees of the Company. You agree that all property, including, without limitation, all equipment, tangible proprietary information documents, books, records, reports, notes, contracts, lists, computer disks (and other
computer-generated files and data) and copies thereof, created on any medium and furnished to, obtained by, or prepared by you in the course of or incident to your Employment, belongs to the Company and shall be returned promptly to the Company upon termination of the period of Employment.

7. Separation for Cause. At any time, by notice to you specifying the reason for termination, the Company may terminate your employment for cause (as defined below): The Company shall pay you all compensation then due and owing, together with accrued vacation pay and benefits prior to the date of termination and any variable performance pay that has accrued or been declared but that has not yet been paid. Termination for "cause" means the failure on your part to properly carry out your duties after notice by the Company of the failure to do so and an opportunity for you to correct the same within a reasonable time from the date of receipt of such notice, conviction for theft, fraud or another serious crime by a court
of competent jurisdiction, or dishonesty or gross, willful and persistent misconduct by you involving the property, business or affairs of the Company or the carrying out of your duties

8. Modification. The terms of this letter of agreement between you and the Company may be amended only by an agreement in writing signed by you and the Company.

Signature Not Verified
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02.02.2024 22:35

9. Voluntary Agreement. You represent and agree that you have reviewed all aspects of the terms set forth in this letter, have carefully read and fully understand all of its provisions, have had the opportunity to review any and all of its aspects with legal, tax or other advisors of your choice, and, by your signature below, are voluntarily entering into this agreement with the Company.

10. Pre-Joining requirements: On the date of joining, please submit the following documents: -

- Three passport size photographs
- Copies of all educational certificates
- Relieving letter from previous employers
- Experience certificate from other previous employers
- Proof of date of birth & permanent address
- Last salary slip / Proof of last salary drawn

- Form 16, if paying tax previously
- Photo ID Proof (Pan Card)
- All utilized pages of your passport (In case you do not have please apply for the same)

Date of reporting: We hope that you find the foregoing terms acceptable. Please indicate your agreement with these terms and accept this offer by signing and dating the enclosed duplicate original of this letter and returning them to us.

You are required to report to the office of **OT Privacy Software Private Limited** on or before July 1, 2019.

The terms of this offer are strictly confidential between you and **OT Privacy Software Private Limited**

Please do confirm your acceptance of this offer. You will be governed by the rules, regulations and policies of the Company as applicable to you.

All the benefits as per the Company's polices, which are subjected to change from time to time.

We look forward to welcoming you to OT Privacy Software Private Limited and we are confident that you will make an important contribution to our growth and development, while enriching and taking your own career forward at a rapid pace.

If you should wish to clarify any aspects of this offer, please do not hesitate to contact me.

Sincerely,

Hemanth Kumar

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02.02.2024 22:35

Human Resources
OT Privacy Software Private Limited

Annexure 1

Compensation Break up

Name: Shivam Bajpai
Designation: Software Developer

Components	Annual CTC	Monthly CTC
BASIC	275,000	22,917
HRA	110,000	9,167
Conveyance Allowance	19,200	1,600
Medical Allowance	15,000	1,250
Employer PF contribution	33,000	2,750
Other Allowance	97,800	8,150
Total CTC	550,000	45,833

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02.02.2024 22:35

Note:

The above are subject to applicable taxes as per the Indian Income tax guidelines. All other terms and conditions of your appointment, not specifically altered by this letter, remain unchanged. Your compensation is personal & confidential to you. Sharing/discussing the same with anybody other than the designated authority is not permitted.

By Signing and dating this letter below, I, _____, accept the job offer of

_____ by **OT Privacy Software Private Limited**

Signature: _____

Date: _____

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SERIALNUMBER=09c71c7436050d1d80bf7df6ea45d76c824ff43c67a40809fdf41420957ae, S=Karnataka, PostalCode=570006, Phone=6c62dc6a976c1a626e1dd89ff89c15c36e9252e3ca1b465469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND TECHNOLOGY UNIVERSITY, C=IN
02.02.2024 22:35

Shivam Bajpai
4JC15CS164
Computer Science

OneTrust
Privacy Management Software

December 26, 2018

Dear Shivam,

We are pleased to offer you the position of Intern for a period of 16 weeks from 15th January 2019. You will report to Ramaswamy Meka.

Intern Salary: Your intern fee is INR 15,000 per month, payable on a monthly basis on the last working day of the month.

Non-Contractual Benefits: Our Company from time to time establishes programs which may provide you with benefit which are not part of this agreement. Such programs may be amended, suspended or discontinued at the company's sole discretion.

Termination: During the period of internship agreement, either party may terminate this agreement by giving one (1) month notice in writing or intern fee in-lieu of notice period if required.

We welcome you and look forward to working with you.

To indicate your acceptance, kindly sign a copy of this letter and return it to us as soon as possible.

The terms and conditions of internship are set out in this letter:

Best regards,

Human Resources

Agreed to and Accepted:

Candidate Name Date

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02.02.2024 22:35

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

Shivam Bajpai
4JC15CS104
Computer Science

OneTrust
Privacy Management Software

August 31, 2018

Dear Shivam Bajpai,

OT Privacy Software Private Limited is pleased to offer you employment as a Software Developer on the following terms:

1. Duties. As a Software Developer, you agree to devote the whole of your professional time, attention and energy to the performance of these duties and not, directly or indirectly, to consult with, advice, work for or have any interest in any competing business or pursuit during this employment that creates a conflict of interest

2. Remuneration Package: Annual Fixed Compensation: You are being offered a Total Annual Fixed Compensation (inclusive of standard company benefits) of **Rs.** 550,000 *(Rupees. Five Hundred and Fifty Thousand only) Please* refer Annexure 1 for details. You are liable to pay all taxes and liabilities as required under Indian Tax Law. With the exception of the obligation to withhold taxes from your remuneration, the Company assumes no responsibility for your personal tax affairs.

3. Benefits: You will be eligible for a Group Health Insurance policy and Group Personal Accident Insurance policy as per the existing policy which would be explained to you at the time of on-boarding

Leave: You are entitled for '15' vacation days and '5' sick leaves per year.

Expenses : Any reasonable travel and out of pocket expenses wholly and necessarily incurred on Company business will be reimbursed to you in line with OT Privacy Software Private Limited expenses policy in force from time to time.

Health & Safety: You are responsible for taking reasonable care for health & safety of yourself and other persons who may be affected by your acts at work. You are also responsible for complying with all enactments, regulations and Company rules in this respect.

4. Working Hours: The normal expected standard working hours are 9.30 am to 6.30 pm from Monday to Friday. However, there may be occasions where you may be required to work beyond these hours and you are expected to cooperate accordingly. Your salary includes compensation for any such additional hours

5. Position: As a Software Developer you will be to carry out, but not limited to, following activities:

- You will be based out of our Bangalore office
- Your job may require you to travel both in India and abroad
- Contribute in all phases of the development lifecycle for our application suite
- Enhance existing applications to meet business and development requirements.
- Ensure quality by using industry accepted best practices for development.

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02.02.2024 22:35

- Communicate with technical architects on technical aspects and business analysts on functional requirements.
- Continuous learn new technologies / methodologies and build domain expertise for the privacy industry
- The Software Developer will play an instrumental role in new product development, innovation and brainstorming sessions, rapid prototyping of digital applications and services
- Ensure adherence to best development practices – Coding Standards, Unit Tests, Design Principles
- Design quick prototypes in both low and high fidelity as well as take successful prototypes to a more structured design process

- **Probation and Confirmation:**

You will be on probation for a period of 6 months from the date of joining duty. However there will be an interim review after completion of 3 months. Your performance will be evaluated during the interim review to assess your potential for continued employment. During this period if the management is not satisfied with your work and conduct, your services are liable to be terminated with two weeks' notice period. However the Management reserves the right to fix the last working day which can be on or before the completion of the notice period, based on the deliverables. After assessment of your work we will either confirm your employment or extend your probation for 3 more months. On confirmation as a regular employee, you will be required to give one month's notice in case you decide to leave our services subject to the Company's discretion. Similarly; the Company can terminate your services by giving one month's notice. The Company may terminate your services immediately on disciplinary grounds.

6. Separation with no Cause. For separation with no Cause, either party may give notice of separation of employment at any time, subject to one month's notice in writing. Following any termination of the period of Employment, you shall fully co-operate with the Company in all matters relating to the winding up of pending work on behalf of the Company and the orderly transfer of work to other employees of the Company. You agree that all property, including, without limitation, all equipment, tangible proprietary information documents, books, records, reports, notes, contracts, lists, computer disks (and other
computer-generated files and data) and copies thereof, created on any medium and furnished to, obtained by, or prepared by you in the course of or incident to your Employment, belongs to the Company and shall be returned promptly to the Company upon termination of the period of Employment.

7. Separation for Cause. At any time, by notice to you specifying the reason for termination, the Company may terminate your employment for cause (as defined below): The Company shall pay you all compensation then due and owing, together with accrued vacation pay and benefits prior to the date of termination and any variable performance pay that has accrued or been declared but that has not yet been paid. Termination for "cause" means the failure on your part to properly carry out your duties after notice by the Company of the failure to do so and an opportunity for you to correct the same within a reasonable time from the date of receipt of such notice, conviction for theft, fraud or another serious crime by a court of competent jurisdiction, or dishonesty or gross, willful and persistent misconduct by you involving the property, business or affairs of the Company or the carrying out of your duties

8. Modification. The terms of this letter of agreement between you and the Company may be amended only by an agreement in writing signed by you and the Company.

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02.02.2024 22:35

9. Voluntary Agreement. You represent and agree that you have reviewed all aspects of the terms set forth in this letter, have carefully read and fully understand all of its provisions, have had the opportunity to review any and all of its aspects with legal, tax or other advisors of your choice, and, by your signature below, are voluntarily entering into this agreement with the Company.

10. Pre-Joining requirements: On the date of joining, please submit the following documents: -

- Three passport size photographs
- Copies of all educational certificates
- Relieving letter from previous employers
- Experience certificate from other previous employers
- Proof of date of birth & permanent address
- Last salary slip / Proof of last salary drawn

- Form 16, if paying tax previously
- Photo ID Proof (Pan Card)
- All utilized pages of your passport (In case you do not have please apply for the same)

Date of reporting: We hope that you find the foregoing terms acceptable. Please indicate your agreement with these terms and accept this offer by signing and dating the enclosed duplicate original of this letter and returning them to us.

You are required to report to the office of **OT Privacy Software Private Limited** on or before July 1, 2019.

The terms of this offer are strictly confidential between you and **OT Privacy Software Private Limited**

Please do confirm your acceptance of this offer. You will be governed by the rules, regulations and policies of the Company as applicable to you.

All the benefits as per the Company's polices, which are subjected to change from time to time.

We look forward to welcoming you to OT Privacy Software Private Limited and we are confident that you will make an important contribution to our growth and development, while enriching and taking your own career forward at a rapid pace.

If you should wish to clarify any aspects of this offer, please do not hesitate to contact me.

Sincerely,

Hemanth Kumar

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Human Resources
OT Privacy Software Private Limited

Annexure 1

Compensation Break up

Name: Shivam Bajpai
Designation: Software Developer

Components	Annual CTC	Monthly CTC
BASIC	275,000	22,917
HRA	110,000	9,167
Conveyance Allowance	19,200	1,600
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Other Allowance	97,800	8,150
Total CTC	550,000	45,833

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02.02.2024 22:35

Note:

The above are subject to applicable taxes as per the Indian Income tax guidelines. All other terms and conditions of your appointment, not specifically altered by this letter, remain unchanged. Your compensation is personal & confidential to you. Sharing/discussing the same with anybody other than the designated authority is not permitted.

By Signing and dating this letter below, I, _____, accept the job offer of

_____ by **OT Privacy Software Private Limited**

Signature: _____

Date: _____

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02.02.2024 22:35



Strictly Private and Confidential

12-Mar-2019

Shubham Nehra
House No- 1124/sector-19 Faridabad (Haryana)
9560420070

Dear Shubham,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

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

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

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

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2020.03.12 23:45:57
Reference Id: 00b81510-5016-4273-8946-af6215159713
Signed By: Mohan Sekhar

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the Offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This Offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

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02.02.2024 22:35

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

Mohan Sekhar

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

ACKNOWLEDGED AND AGREED:

[*Insert full legal name*]

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02.02.2024 22:35

ANNEXURE - I

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Joining Bonus	
Joining Bonus (Refer to section C)	25,000

(D) Additional Benefits	
Gratuity as per law#	5,290
Insurance Premium (notional value)	3,776

Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000

(A) Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- **Joining Bonus**- of **INR 25,000** payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

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JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

- **Additional Bonus-** of **INR 25,000** payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the Authorities.

*As defined by applicable law from time to time.

- If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your career level as per company payroll cycle.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
    a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
    b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
        - 10% of such claims for self, spouse and 2 dependent children
        - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

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

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

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ANNEXURE - II

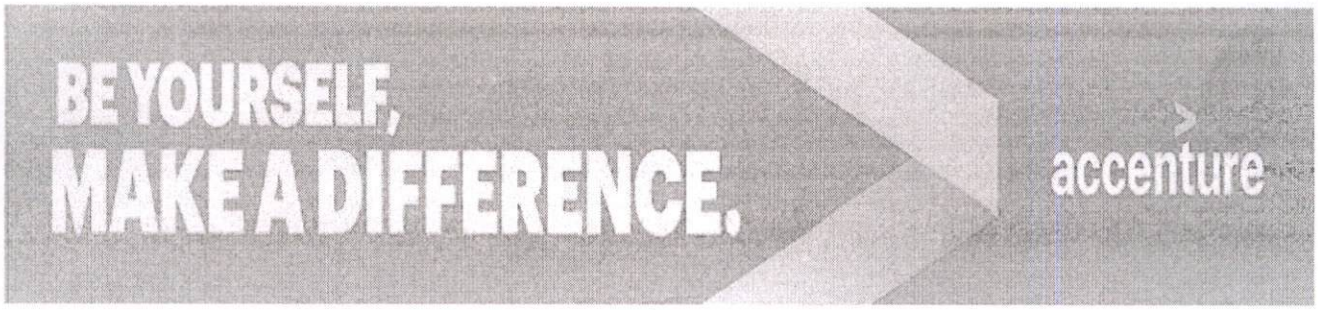
Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

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02.02.2024 22:35

Name: Shwetha.U Branch: CS USN: 4JC16CS419

CS



Strictly Private and Confidential

19-Mar-2019

Shwetha Udaykumar
S N Nagar 2nd Cross,Sagar
9632620368

Dear Shwetha,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

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

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

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

 Candidate's Signature Shwetha.U

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Reference Id: b07e3b59-4af9-447c-8a46-d9f98224f340_1
Signed By: Mohan Sekhar

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the Offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This Offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

Candidate's Signature shwetha.U

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02.02.2024 22:35

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

Mohan Sekhar

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

ACKNOWLEDGED AND AGREED:

[*Insert full legal name*]

Candidate's Signature shwetha.U

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ANNEXURE - I

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Joining Bonus	
Joining Bonus (Refer to section C)	25,000

(D) Additional Benefits	
Gratuity as per law#	5,290
Insurance Premium (notional value)	3,776

Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000

(A) Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- **Joining Bonus**- of **INR 25,000** payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Candidate's Signature shwetha.U

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- **Additional Bonus**- of **INR 25,000** payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the Authorities.

*As defined by applicable law from time to time.

- If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your career level as per company payroll cycle.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
    a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
    b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
        - 10% of such claims for self, spouse and 2 dependent children
        - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

Candidate's Signature shwetha.U

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

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

Candidate's Signature shwetha.v

Signature Not Verified

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ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

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02.02.2024 22:35



Strictly Private and Confidential

19-Mar-2019

Shwetha Udaykumar
S N Nagar 2nd Cross,Sagar
9632620368

Dear Shwetha,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

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

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

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

Candidate's Signature _____

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Reference Id: b07e3b59-4af9-447c-8a46-d9f9822ff...91
Signed By: Mohan Sekhar

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the Offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This Offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

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To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

Mohan Sekhar

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

ACKNOWLEDGED AND AGREED:

[*Insert full legal name*]

Signature Not Verified
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02.02.2024 22:35

ANNEXURE - I

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Joining Bonus	
Joining Bonus (Refer to section C)	25,000

(D) Additional Benefits	
Gratuity as per law#	5,290
Insurance Premium (notional value)	3,776

Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000

(A) Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- **Joining Bonus**- of **INR 25,000** payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Candidate's Signature _____

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- **Additional Bonus**- of **INR 25,000** payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the Authorities.

*As defined by applicable law from time to time.

- If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your career level as per company payroll cycle.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
    a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
    b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
        - 10% of such claims for self, spouse and 2 dependent children
        - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

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

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

Candidate's Signature _____

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ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

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CS



NAME : SNEHA S.R
BRANCH : CSE
USN. 4JC15CS107

Strictly Private and Confidential

28-Feb-2019

Sneha Shailaja Rajanna
#205,12th cross,4th main,banks colony,bogadhi,mysore-26
9449518248

Dear Sneha,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

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

 Candidate's Signature Sneha

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Signed By: Mohan Sekhar

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the Offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This Offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

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To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

Mohan Sekhar

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

ACKNOWLEDGED AND AGREED:

[*Insert full legal name*]

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ANNEXURE - I

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Joining Bonus	
Joining Bonus (Refer to section C)	25,000

(D) Additional Benefits	
Gratuity as per law#	5,290
Insurance Premium (notional value)	3,776

Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000

(A) Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- **Joining Bonus**- of **INR 25,000** payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

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- **Additional Bonus**- of **INR 25,000** payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the Authorities.

*As defined by applicable law from time to time.

- If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your career level as per company payroll cycle.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
    a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
    b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
        - 10% of such claims for self, spouse and 2 dependent children
        - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

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

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

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ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

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October 29, 2018

To,
Ms. Sindhu B R
SJCE Mysore,
Mysore.

Dear Sindhu,

On behalf of Aurigo Software Technologies Pvt. Ltd (hereinafter referred to as the "**Company**"), I am pleased to offer you the position of **Member Technical Staff** of the Company. We are impressed with your credentials and look forward to your future success in this position.

The terms of your new position with the Company are as set forth below:

1. **Position**

a. You will be appointed as **Member Technical Staff** of the Company, working out of the Company's offices in Bangalore. In this role you will be accountable for working on a variety of projects in a highly collaborative, fast-paced environment. You will be responsible for analyzing the requirements, designing and developing the software and enhancing the platform for our award winning flagship product suite Aurigo Masterworks using the .Net technology stack. You should have the ability to work in a team, constantly meet deadlines and possess good written and oral communication skills. You will report to the **Engineering Manager** or such other positions as directed by the Company from time to time.

b. You agree to the best of your ability and experience that you will at all times loyally and conscientiously perform all of the duties and obligations required of and from you pursuant to the express and implicit terms hereof, and to the reasonable satisfaction of the Company. During the term of your employment, you further agree that you will devote all of your business time and attention to the business of the Company, the Company will be entitled to all of the benefits and profits arising from or incident to all such work services and advice, you will not render commercial or professional services of any nature to any person or organization, whether or not for compensation, without the prior written consent of the Company's Board of Directors, and you will not directly or indirectly engage or participate in any business that is identical, similar o otherwise competitive in any manner with the business of the Company. Nothing in this letter agreement will prevent you from accepting speaking or presentation engagements in exchange for honoraria or from serving on boards of charitable organizations, or from owning no more than one percent (1%) of the outstanding equity securities of a corporation whose stock is listed on a national stock exchange.

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2. **Start Date**

Subject to fulfillment of any conditions imposed by this letter agreement, you will commence this new position with the Company on **3rd June, 2019.**

3. **Compensation Plan**

You will be paid a CTC of **INR 7,00,000 per annum** and **INR 3,00,000** of retention bonus (retention bonus of INR 1,00,000 will be paid on completion of every year for 3 consecutive years). The fixed compensation includes all components such as Basic, HRA, PF and Leave Travel Assistance. The salary break-up is detailed in Annexure A of this Offer Letter. The Company shall be entitled to deduct Income tax at source, at the rates applicable on your remuneration; Employment / Professional tax and all other dues from you to the Company such as, loans and advances given to you and all statutory deductions applicable from time to time.

Your base salary will be reviewed annually as part of the Company's performance review process.

4. **Stock Options**

Subsequent Option Grants. Subject to the discretion of the Company's Board of Directors, you may be eligible to receive additional grants of stock options or purchase rights from time to time in the future, on such terms and subject to such conditions as the Board of Directors shall determine as of the date of any such grant.

5. **Benefits**

a. Insurance Benefits.

1. You will be covered under Accident Insurance for 10 Lakhs.
2. In addition to the above you will also be covered for Medical Insurance of Rs. 4 lakhs for yourself and your dependents from the date of Joining.
   This Insurance coverage will be over and above your CTC.

b. Vacation; Sick Leave. You will be entitled to 15 days paid vacation and 8 days of sick leave per year pro-rated for the remainder of this calendar year. Un-utilized vacation leave can be carried forward to the next leave cycle. However, the maximum vacation leave that can be accumulated by an employee is 30 days. Beyond the 30-day limit, vacation leave will lapse.

c. Gratuity is over and above the CTC and is applicable as per the Gratuity Act.

6. **Confidential Information and Invention Assignment Agreement**

Your acceptance of this offer and commencement of employment with the Company is contingent upon the execution, and delivery to an officer of the Company, of the Company's Confidential

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Information and Invention Assignment Agreement, a copy of which is enclosed for your review and execution (the "**Confidentiality Agreement**"), prior to or on your Start Date. In the event that there is any breach of any of your obligations under the terms of the Confidentiality Agreement, you shall be required to indemnify the Company for any loss that the Company may incur as a result of any such breach, as more fully described under the terms of the Confidentiality Agreement.

7. **At-Will Employment**

You understand and acknowledge that your Relationship with the Company is and shall continue to be at-will, as defined under applicable law, meaning that either you or the Company may terminate the relationship at any time for any reason or no reason, without further obligation or liability, with a sixty (30) days written notice by either party or salary in lieu thereof. Failure to comply with the notice period will attract a penalty of a sum equivalent to the compensation payable to you pro rata for the un-served notice period.

If an employee was offered any retention bonus, the date of resignation/termination will be considered as date of cessation of employment agreement and accordingly, notice period served if any shall not be considered for computation of retention period.

The Company reserves the right terminate this employment for cause with immediate effect if there is a violation of any of the terms of this agreement by you. Such termination will not include any further obligation or liability borne by the Company.

8. **Transfer**

Though you have been engaged for a specific position, the Company reserves the right to transfer you to any other location, department, establishment, factory, subsidiary or branch of the Company/Group in existence now or which may be established hereafter in India or abroad. In such cases, you will be governed by the terms and conditions of service applicable to the new assignment.

9. **Company Policies**

You will be governed by the Company's policies, regulations and procedures on the office timings, leave, travel, transfers, misconduct, Provident fund, Bonus and ESI/Medical Reimbursement or/and other matters etc, presently in force or as introduced/amended from time to time. Further, the Employee during the employment period shall perform his/her duties with honesty, diligence, orderliness, obedience and faithfulness towards the Company.

10. **Non - Solicitation & Competition**

You shall not during the term of employment with the Company and for a period of 24 months thereafter immediately following the termination of employment with the Company for any reason, whether with or without cause, you shall not either:

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- directly or indirectly solicit, induce, recruit or encourage any of the Company's employees to leave their employment, or join any other employment or undertake any other activity that is of similar nature so as to give any sort of competition to the business of the Company;

- take away any clients or customers of the Company or attempt to solicit, induce, recruit, encourage or take away clients or customers of the Company, either for yourself or for any other person or entity;

- join the services or be associated with any former employee of the Company who is undertaking or seeks to undertake any activity competing with the business of the Company;

- join the services or be associated with any client of the Company who is into similar business of the Company or seeks to undertake any activity competing with the business of the Company;

a breach under this clause shall be construed to be a material breach of this terms and conditions of employment.

You agree that any dispute in this regard, shall be determined by the Company and hereby agree that the decision of the Company in this regard shall be final and binding on you.

You understand and acknowledge that your employment with the Company is subject to the accuracy of the testimonials and other information provided by you and a positive medical, reference and background check.

11. **Governing Law; Consent to Jurisdiction**

This Agreement will be governed by the laws of India. You hereby expressly consent to the jurisdiction of the courts located in Bangalore for any lawsuit filed there against you by the Company arising from or relating to this Agreement.

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

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We are all delighted to be able to extend you this offer and look forward to working with you. To indicate your acceptance of the Company's offer, please sign and date this letter in the space provided below and return it to me, along with a signed and dated copy of the Confidentiality Agreement. This letter, together with the Confidentiality Agreement, set forth the terms of your employment with the Company and supersedes any prior representations or agreements, whether written or oral. This letter may not be modified or amended except by a written agreement, signed by the Company and by you.

BEST WISHES

RANGA GOWDA

Signature

Title: **Director – Professional Services**

Date: **29th October, 2018**

ACCEPTED AND AGREED:

SINDHU B R

Sindhu. B. R

Signature

Date: **29th October, 2018**

Signature Not Verified

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Offer: Computer Consultancy
Ref: TCSL/CT20182499549/Bangalore
Date: 24/09/2018

Ms. Sindhu B R
#114, Ashreya Yojana House4th Main Bhyraweshwaranagara,
1st Stage Hebbal,,
Mysuru-570016,
Karnataka.
Tel# -

Dear Sindhu B R,

Sub: Letter of Offer

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

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

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

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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

Sindhu B R.

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TCS Careers Serviceline: careers@tcs.com

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(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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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.

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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.

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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.

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Annexure 3

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.

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Annexure 2

Regional Offices

Ahmedabad **Lead -Talent Acquisition** Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601	Bangalore **Lead -Talent Acquisition** Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114
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	Delhi **Lead-Talent Acquisition** Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735
Hyderabad **Lead-Talent Acquisition** Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222	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
Lucknow **Lead -Talent Acquisition** Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001	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
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	Thiruvananthapuram **Lead - Talent Acquisition** Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499

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GROSS SALARY SHEET

Annexure 1

Name	Sindhu B R
Designation	Assistant System Engineer-Trainee
Institute Name	Sri Jayachamarajendra College Of Engineering, Mysore

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
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	6,270	75,240
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

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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

Click here or use a QR code scanner from your mobile to validate the offer letter

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

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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.

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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.

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TCS Careers Serviceline: careers@tcs.com

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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

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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

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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

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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

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provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

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

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

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

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

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

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

Professional Memberships
You will be eligible for reimbursement of 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

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OTHER BENEFITS

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CS



Strictly Private and Confidential

28-Feb-2019

Sneha Shailaja Rajanna
#205,12th cross,4th main,banks colony,bogadhi,mysore-26
9449518248

Dear Sneha,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

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

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Reference Id: ce46f23f-6e53-45ca-ba9b-7724e30ac1ca_1
Signed By: Mohan Sekhar

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the Offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This Offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

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To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:

Mohan Sekhar

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

[*Insert full legal name*]

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ANNEXURE - I

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Joining Bonus	
Joining Bonus (Refer to section C)	25,000

(D) Additional Benefits	
Gratuity as per law#	5,290
Insurance Premium (notional value)	3,776

Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000

(A) Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- **Joining Bonus**- of **INR 25,000** payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

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- **Additional Bonus**- of **INR 25,000** payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the Authorities.

*As defined by applicable law from time to time.

- If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your career level as per company payroll cycle.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
    a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
    b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
        - 10% of such claims for self, spouse and 2 dependent children
        - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

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

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

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ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

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Informatica

www.informatica.com

Thursday, November 15, 2018

Sourabh Subash Daroji
#16 "Shrinidhi", Laxmi Park Layout,
Behind New Bus Stand, Gokul Road,
Hubli, KA 580024

Dear Sourabh,

I'm thrilled to invite you to join the Informatica team (IND Informatica Business Solutions Pvt Ltd). As the leader in all things data, we need visionary thinkers like you to help our clients make possible what's never existed before. The following is an outline of our official offer to you.

- **Position:** Intern - IT Application
- **Manager:** Shanthi Swaroop, Manager, Information Technology
- **Work Location:** Bangalore, India
- **Start Date:** 07/01/2019
- **End Date:** 28/06/2019
- **Compensation:** Your monthly stipend is Rs.21,000.00 and you will not be eligible for any other standard benefits. You will not be eligible for overtime pay unless you receive written pre-approval from your manager

- **Relocation Allowances:** Relocation allowance amount up to Rs. 25,000/- can be reimbursed against bills submitted on actuals incurred for relocating to Bangalore. This allowance is inclusive of your travel expenses. Please note that if you leave the organization before your internship end date, you must pay back your relocation bonus completely.

- **Guest House accommodations:** In order to help you settle down initially in your work location, you will be provided a 15 day free guest house accommodation starting from a day before your date of joining. The details will be shared separately.

This offer is conditioned upon the following items:

- Your written acceptance of the offer letter, US Export and the Confidentiality and Intellectual Property Agreement (CIPA).
- There are no restrictions or limitations on your ability and right to work for Informatica or to work in the data integration and management technology space by any agreements with or obligations to your current employer or previous employers.
- Completion of a satisfactory background check and reference checks.

After reading our offer letter and the attached CIPA, either fax (+1 650-649-1829) or scan and email (atssupport@informatica.com) both signed documents indicating your acceptance to join our team.

On your start date, you will spend the first few hours of the day in new hire orientation to help get you acclimated to Informatica. You will be receiving more information about this session, as well as a detailed agenda, from your onboarding coordinator closer to your start date.

On behalf of the Company and our entire team, welcome to Informatica (IND Informatica Business Solutions Pvt Ltd). I look forward to working with you to unleash the power of data.

Sincerely,

Maureen Brennan
SVP, & Chief Human Resources Officer

I, Sourabh Subash Daroji, have read and understand the terms in the letter and agree to accept the offer. I further understand that my employment with Informatica is considered at will, meaning that either the Company or I may end this employment relationship at any time with or without cause or notice.

Signature

Date

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

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Western Digital®

SanDisk India Device Design Centre Pvt. Ltd.
Survey No.143/1, Amani Bellandur Khane Village
Prestige Excelsior, Prestige Tech Park
Marathalli-Sarjapur Outer Ring Road, Kadubeesanahalli
Varthur Hobli, Bengaluru-560103, India
Phone: +91-80-42422000
Telefax: +91-80-42422900
CIN: U72300KA2005PTC035961
www.sandisk.com

January 28, 2019

Dear Spoorthi M

1. In connection with our employment offer letter to you dated **January 28, 2019**, we are pleased to offer you a one-time Sign-On Bonus as outlined herein.
2. Contingent upon you accepting our offer and commencing employment with SanDisk, you will be paid an amount of **INR 300,000/- (Rupees Three Lakhs Only).**
    a. This Payment will be made in a single instalment after completion of 1 month from the start date
    b. Applicable taxes will be borne by you and deducted at source.
3. This one-time payment will not be in conjunction with any other allowances or benefits.
4. In the event that you voluntarily resign or are terminated by SanDisk with Good Cause within 36 months from the start date, Sign-On Bonus shall automatically be forfeited and you will be required to repay the full amount of the Sign-On Bonus payment received, net of tax deducted at source.
5. In such case, and to the extent permitted by law, the Company reserves the right to deduct such amount from any final settlement payable to you and to look towards you for the recovery of any shortfall amounts, if necessary.
6. In the event your employment is terminated by the Company without Good Cause or due to full-time disability or untimely death, no repayment will be required.

For and on behalf of SanDisk India Device Design Centre Private Limited

Surinder Bhagat
Senior Director, HR

I confirm receipt of the above Agreement and accept the terms and conditions contained herein.

PRINT NAME:

SIGNATURE:

Additional place of business:
Sy.No 15/3 and 16/3, Salarpuria Hallmark
1st, 2nd & 3rd Floor, Marathalli-Sarjapur Outer Ring Road
Kadubeesanahallii, Varthur Hobli
Bengaluru - 560 103 India
Phone : +91-80-4242 2005

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Branch office :
#204, 2nd Floor
Corporate Tower
Nehru Place
New Delhi – 110 019, India
Phone No : +011- 6654 2000

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Phone: +91-80-42422000
Telefax: +91-80-42422900
CIN: U72300KA2005PTC035961
www.sandisk.com

January 28, 2019

Dear **Spoorthi M,**

It is with great pleasure that we offer you the opportunity to join our team at SanDisk India Device Design Centre Private Limited (the "Company"), a subsidiary within the Western Digital Corporation worldwide group of companies. The purpose of this letter is to confirm the terms and conditions of our offer of employment to you. Upon you signing this document, it will serve as your employment agreement ("Agreement") with the Company.

1. General

1.1 You will begin employment with the Company in a full-time capacity on **July 8, 2019.**

1.2 Your title will be **Developer, Software Development (Sys)** and you will report to **Venkatapathi Raju Srirajavatchavai,** or any other manager whom the Company may designate from time to time. Your title may be changed by the Company in accordance with business needs.

1.3 In this position, you will devote all of your time, attention, and ability during normal business hours to the duties, responsibilities, and instructions reasonably assigned to you by the Company. These job duties and responsibilities may be altered by the Company from time to time in order to meet business needs.

1.4 Your place of work will be the Company's offices or at such other location in **Bangalore** as the Company shall reasonably require, whether on a temporary or permanent basis.

1.5 You may be required to travel domestically or internationally as needed at the discretion of the Company.

2. Probationary Period

2.1 The first six (6) months of your employment are probationary (the "**Probationary Period**"). During the Probationary Period, your performance will be monitored by the Company. Please note that your employment may be terminated at any time during the Probationary Period at the Company's discretion. If the Company terminates your employment, without cause, during the Probationary Period, the Company will provide you with thirty (30) days of advance notice or, in the Company's discretion, pay in lieu of notice in full satisfaction of all of your legal entitlements.

Should you successfully complete the Probationary Period, your employment will continue on an indefinite basis subject to the terms and conditions of this Agreement.

Company to the extent permitted by law.

4. Working Hours/Business Travel

4.1 The standard hours of work for the Company are 40 hours per week, Monday through Friday, with your daily schedule of work hours to be flexible within that time in order to meet the needs of the Company as they arise.

4.2 In addition, your duties may require you to engage in travel on behalf of the Company, and to work reasonable hours over and above the hours referenced in section 4.1 as needed due to business requirements. You expressly agree to accept such reasonable travel and hours of work without additional compensation.

5. Benefits

5.1 The Company will provide you with the social benefits mandated by applicable law (the "Mandated Social Benefits").

5.2 You will be eligible to participate in the Company's benefit plans as established from time to time, at such times as you qualify for them or as they are offered to you. Participation in any benefit plan is subject to the rules of the respective plan. The Company reserves the right to change benefits providers or amend or discontinue any benefit plan in its sole discretion and without compensation to you for any such change, amendment or discontinuance. You may obtain full information about the Company's benefit plans from Human Resources.

5.3 The Company will make an employer contribution of 12% of your current Basic Salary at the time of contribution to the Regional Provident Fund. This contribution will be calculated on your basic salary only and will exclude all other types of compensation.

6. Privilege Leave, Sick Leave, Casual Leave and Public Holidays

6.1 In each calendar year, you shall be entitled to fifteen (15) working days of privilege leave. Privilege leave is in addition to the public holidays detailed in section 6.6 and may be taken by you at your discretion, so long as it does not interfere with business need and is approved in advance by your manager.

6.2 Privilege leave shall be taken between 1st January and 31st December in the year after the privilege leave has been earned. You will earn a pro-rata privilege leave entitlement from your hire date until December 31 of the year in which you were hired. Unless otherwise permitted by the Company at its discretion or as otherwise permitted in accordance with applicable laws, you may carry forward your leave balance in each year to the next year, subject to a maximum of 40 working days.

6.3. You shall be entitled to twelve (12) days of sick leave per calendar year. You may be required to provide a medical certificate stating its probable duration before expiration of the third (3rd) calendar day after the beginning of your sickness. If your sickness exceeds the stated period, you may be required to provide a further medical certificate on a weekly basis thereafter. The Company reserves the right to request you to obtain such a certificate from a registered medical practitioner of its choice.

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6.4 You shall be entitled to six (6) working days of casual leave per calendar year. Casual leave may be taken at your discretion, so long as it does not interfere with business need and is approved in advance by your manager.

6.5 You must notify the Company immediately in writing of any incapacitation from work and its probable duration. Upon request by the Company, reasons for the incapacitation must be given to the Company by you.

6.6 You will enjoy statutory public holidays as recognized by the Company in conformance with the laws of the State of Karnataka.

7. Professional Expenses

The Company will reimburse you for reasonable and necessary business expenses incurred by you in furtherance of the Company's business, in accordance with the Company Travel Policy as amended from time to time, upon presentation of documentary evidence acceptable to the Company.

8. Non-Solicitation

8.1 You agree to at all times comply with the terms and conditions of the non-solicitation provision contained in the Employee Inventions and Confidentiality Agreement.

9. Duration of Employment and Termination

9.1 You or the Company may terminate your employment as follows:

(a) **Voluntary Termination**: You may terminate your employment at any time by giving the Company thirty (30) days' written notice (the "Resignation Notice Period"); however, it is understood and agreed that the Company shall be entitled to waive all or part of that notice and accept your resignation at any earlier effective date, in which event your employment will terminate on your last day of actual and active employment. In the event that the Company waives the Resignation Notice Period, you will be entitled to the lesser of (i) the amounts otherwise payable to you during the Resignation Notice Period or (ii) the minimum entitlements, if any, to termination pay, severance pay and benefits continuation as required by the applicable law.

(b) **Termination for Cause**: The Company may terminate your employment for Cause, at any time and without notice or pay in lieu of notice. "Cause" for this purpose includes where the Company has reasonable grounds to believe you are guilty of gross misconduct, gross negligence or are in material breach of one of the terms of your employment; cases of "serious misconduct" or gross neglect of duty, dishonesty or unprofessional conduct, disclosure of confidential information, breach of confidence, breach of intellectual property rights; where you act in a way which in the reasonable opinion of the Company, reflects poorly on yourself and/or the Company, whether or not such act is directly related to the affairs of the Company; or any other act or omission that would legally permit the Company to, without notice or payment in lieu of notice, terminate the employment of an employee. The failure of the Company to rely on this provision does not constitute a waiver of the provision.

The Company may also deduct from any payment due to you such sums as in its opinion may

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be equivalent to any loss it may have sustained as a result of your acts, subject to applicable law.

Termination of your employment under this sub-paragraph would be without prejudice to: (i) the Company's right to claim the actual damages it has suffered through this breach; and (ii) any other relief to which the Company may be entitled under contract, law or equity.

(c) **Without Cause**: After the successful completion of the Probationary Period, and in the absence of Cause, the Company may, at its sole discretion and for any reason whatsoever, terminate your employment by providing you with: (i) notice of termination (or by the Company by making a payment equivalent to thirty (30) days gross salary in lieu of notice) (note: The term "gross salary" means the total fixed compensation component payable to you as per the then applicable Appendix A to the Agreement)) and severance pay (if applicable) in accordance with the applicable law ; and (ii) any portion of your Basic Salary, accrued leave entitlement and/or leave travel allowance, if any, that shall have been earned prior to the date of termination but not yet paid or taken. No STI amounts will be payable during any period of notice of termination of employment, except as may be required by statute. Further, your rights and entitlements under any other applicable compensation or incentive plan or program shall terminate effective as of the date of termination.

The decision to provide actual notice, or pay in lieu, or any combination thereof, shall be in the sole discretion of the Company. The decision as to whether to provide pay in lieu of notice as a lump sum payment or otherwise is also in the sole discretion of the Company. All payments made under this paragraph will be subject to all required tax withholdings and statutory and other deductions.

Except as provided above, you will have no claim whatsoever against the Company or any associated or affiliated entity, or any of its or their officers, directors or employees for damages, wages, incentive or bonus pay, termination pay, severance pay, whether statutory or otherwise or pay in lieu of notice whether statutory or otherwise, arising out of your employment or the termination of your employment. This provision will continue to apply regardless of any change to your position in the future.

For the purposes of this section "date of termination" will be the date specified in the written notice of termination provided pursuant to this Section 9.1(c).

9.2 Your period of employment for the purpose of determining your entitlements under this agreement shall terminate on your last date of actual and active employment.

9.3 In the event of any inconsistency between Sections 9.1 and 9.2 of this Agreement and the language of any applicable STI, or other incentive plan or program, the provisions of applicable plan shall prevail.

9.4 In the event of termination of your employment, you shall return all Company property in your possession including all documents, papers, notes and other media of any description in your possession or under your control which relates in any way to the affairs of the Company or to property in which the Company may have an interest.

9.5 Following termination of your employment for any reason, you shall not hold yourself out, or represent, to any third party that you still have an employment relationship or any other relationship with the Company.

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9.6 The termination of your employment shall not affect the provisions of this Agreement and shall be without prejudice to any right or action already accrued to either party in respect of any breach of this Agreement by the other party.

9.7 You agree that in case of retrenchment, the principle of "last in first out" shall not be applicable. You further agree that if you are retrenched by the Company, the Company will not be required to offer you reemployment in any circumstance.

10. Deductions

10.1 By executing this Agreement, you agree that if your employment with the Company should cease for any reason and you have received any overpayment of salary (including leave taken or paid in excess of your leave entitlements) or other benefit, such overpaid amounts will be deducted from any final pay owed to you and you hereby consent to such deduction to the extent permitted by law.

11. Data Protection

11.1 During your employment, the Company may control and process your personal data (manually and electronically) for the purposes of the administration of this Agreement and the employment relationship, consistent with the legitimate business needs of the Company.

11.2 The Company recognizes the importance of protecting personal data and the respect for privacy. For the purposes of data protection, you agree to execute the Company's Worker Data Protection Notice and Consent, and otherwise hereby expressly consent to the Company's processing, and where applicable, control of your personal data as follows:

- collecting and processing of your information as described in the Worker Data Protection Notice and Consent;
- processing your personal information including sensitive information (for example, health or medical condition, race or ethnic origin, etc.) when necessary; and
- transferring your personal information within the Company or to third parties including but not limited to the US, according to the Global Worker Data Policy.

11.3 In accordance with the Global Worker Data Policy, the Company will ensure that such information will be fairly and lawfully processed for limited purposes, that it is adequate, relevant, accurate and not excessive. The Company will ensure your data is not kept longer than is necessary, is processed in accordance with your rights, will be kept secure, and not transferred abroad without adequate protection.

12. Miscellaneous

12.1 There is no collective agreement that directly affects your employment.

12.2 The provisions of this Agreement are severable, and if any one provision is found to be unenforceable in whole or in part, the remainder of the Agreement will remain valid and enforceable.

12.3 You acknowledge and expressly represent that by executing this Agreement you agree to comply with all Company policies and procedures, as may be amended from time to time.

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12.4 You agree to sign and at all times abide by the Employee Inventions and Confidentiality Agreement and the Company's Global Code of Conduct ("**Code of Conduct**") and that you will provide written acknowledgments of the Code of Conduct annually or as requested by the Company.

12.5 This Agreement and the attached Employee Inventions and Confidentiality Agreement and the Code of Conduct constitute the complete understanding between yourself and the Company with respect to your employment, and no statement, representation, warranty or covenant has been made by you or the Company with respect to this Agreement except as expressly set forth in the Agreement. This Agreement shall not be altered, modified, amended or terminated unless agreed to in writing by both yourself and the Company.

12.6 You represent that all the contents of your application, resume, testimonials, references, previous employment details, and other information furnished by you are true, complete and accurate. If any of the above particulars are found to be incorrect, incomplete or misleading in any way, the Company shall have the right to terminate your employment forthwith, without the requirement of providing you any notice or compensation in lieu thereof.

12.7 You are informed that the Company shall have the right to conduct periodical background checks on you, including criminal background checks and reference checks, as permitted by applicable law, and your employment is subject to completion of background checks on you, including criminal background checks and reference checks, to the Company's satisfaction. The Company may utilize third parties to conduct any such background checks and you agree to the same.

12.8 You acknowledge that damages will not be an adequate remedy in the event of breach of any of your obligations under the Agreement. Therefore, you agree that the Company shall be entitled (without limitation of any other rights or remedies otherwise available) to obtain injunctive or equitable relief from any court of competent jurisdiction.

13. Governing Law and Jurisdiction

13.1 This Agreement shall be governed by and interpreted in accordance with the laws of the India. Except as provided herein, all disputes in relation to the Agreement shall be settled through arbitration in accordance with the Arbitration and Conciliation Act, 1996. The arbitration shall be conducted by a single arbitrator selected out of a list of three arbitrators provided by the Company. The arbitration proceedings shall take place at Bangalore and shall be conducted in English. Each party is responsible for its own expenses in the arbitration. The decision of the arbitrator shall be final and binding upon both parties.

14. Prior Agreement

14.1 This Agreement supersedes all previous agreements, contracts and arrangements (including the offer letter, if any) whether written, oral, or implied between the Company and yourself relating to your employment, all of which contracts, agreements and arrangements shall be deemed to have been terminated by mutual consent as from the date of commencement of your employment under this Agreement.

This offer of employment is conditioned upon:

i) Satisfactory results of an individual background check including references and

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verification of previous employment, education, criminal record, and other matters relating to your suitability for employment, as permitted by applicable law.

ii) Your execution of the Employee Invention and Confidentiality Agreement (EICA).

iii) Your written acknowledgment of the Western Digital Global Code of Conduct. In addition, the Company may require annual written acknowledgments thereafter.

Upon commencing employment with the Company, please furnish copies of the following:

i) Relieving letter from your present employer;
ii) Salary details of your current employment;
iii) Mark sheets and certificates of educational qualification;
iv) Four passport size color photographs;
v) Passport.

Drawn up in two originals, both parties acknowledging receipt of an original.

For and on behalf of SanDisk India Device Design Centre Private Limited

Surinder

Surinder Bhagat
Senior Director– Human Resources

You are required to provide your acceptance of this offer in writing within five (5) days of receipt and to join the organization on a mutually agreed upon date, which shall be no more than one month from the date of acceptance of this offer. If you fail to provide your acceptance and/or do not join within the stipulated time, this offer will stand automatically withdrawn.
I hereby accept this offer of employment and confirm my employment start date will be _____.

PRINT NAME: _____

SIGNATURE: _____

Signature Not Verified
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Telefax: +91-80-42422900
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www.sandisk.com

APPENDIX- A

Name : Spoorthi M **Grade: 105**

Position : Developer, Software Development (Sys) **Req. ID: JR-0000043881**

FIXED COMPENSATION Salary Components	Per Month (INR)	Per Annum (INR)	Remarks
TOTAL FIXED COMPENSATION - Comp I	104,167	1,250,000	
Basic	46,875	562,500	45% of Comp 1
Housing Rent Allowance (HRA)	*18,750*	*225,000*	*40% of Basic*
Telephone Expense Reimbursement	*3,000*	*36,000*	*Flexible Benefit Plan**
Leave Travel Allowance(LTA)	*3,906*	*46,875*	*Flexible Benefit Plan**
Meal Benefit Coupon	*2,200*	*26,400*	*Flexible Benefit Plan**
Vehicle Maintenance Reimbursement - Two / Four wheeler	-	-	*Flexible Benefit Plan **
Special Allowance	29,435	353,225	
TOTAL FIXED COMPENSATION - Comp I	104,167	1,250,000	Total Comp
Benefits			
ER Contribution to Provident Fund	5,625	67,500	12% of Basic
Comp II: (Total Fixed Comp + PF)	109,792	1,317,500	
Variable Compensation			
STI		125,000	10% of Comp I
Total - Comp III		1,442,500	

Note

** Telephone Expense Reimbursement, LTA, Meal Benefit Coupon.*
*Vehicle Maintenance Reimbursement **(Two wheeler / Four wheeler) and Special Allowance are all part of (Flexible Benefit Plan) FBP.*
Employees are guided to choose the values as per the FBP document.

*** Two wheelers - INR 900 per month*
Four wheelers - INR 1,800 per month upto 1.6 CC / INR 2,400 per month above 1.6 CC

Based on the FPB Declaration on two / four wheelers, special Allowance component will be calculated

Additional place of business:
Sy.No 15/3 and 16/3, Salarpuria Hallmark
1st, 2nd & 3rd Floor, Marathalli-Sarjapur Outer Ring Road
Kadubeesanahallii, Varthur Hobli
Bengaluru - 560 103 India
Phone : +91-80-4242 2005

Branch office :
#204, 2nd Floor
DLF Corporate Tower
Nehru Place
New Delhi – 110 019, India
Phone No : +011- 6654 2000

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02.02.2024 22:35

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Strictly Private and Confidential

24-Apr-2019

Srushti Prakash Marihal
H type ,Room NO 83,Block NO 14 ,Bangur Nagar,Dandeli.
8722831805

Dear Srushti,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

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

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

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

Reference Id: 2918725d-c1cf-4610-aff6-6ea44606b47c_1
Signed By: Mohan Sekhar
Signature Not Verified
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02.02.2024 22:35

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the Offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This Offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

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02.02.2024 22:35

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

Mohan Sekhar

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

ACKNOWLEDGED AND AGREED:

[*Insert full legal name*]

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ANNEXURE - I

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Joining Bonus	
Joining Bonus (Refer to section C)	25,000

(D) Additional Benefits	
Gratuity as per law#	5,290
Insurance Premium (notional value)	3,776

Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000

(A) Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- **Joining Bonus**- of **INR 25,000** payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

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- **Additional Bonus-** of **INR 25,000** payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the Authorities.

*As defined by applicable law from time to time.

- If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your career level as per company payroll cycle.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
    a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
    b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
        - 10% of such claims for self, spouse and 2 dependent children
        - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

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

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

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02.02.2024 22:35

ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

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SRUSHTI PRAKASH MARIHAL

CS
4JC15CS110

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24-Apr-2019

Srushti Prakash Marihal
H type ,Room NO 83,Block NO 14 ,Bangur Nagar,Dandeli.
8722831805

Dear Srushti,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

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

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Reference Id: 2918725d-c1cf-4610-aff6-6ea44606b49c_1
Signed By: Mohan Sekhar

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the Offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This Offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

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02.02.2024 22:35

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:

Mohan Sekhar

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

[*Insert full legal name*]

Signature Not Verified
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02.02.2024 22:35

Hewlett Packard
Enterprise

2 Dec, 2018

SUBRAHMANYA VINAYAK JOSHI
D.no. - 374,Sri Vasu Vidyarthi Nilaya, Sir M Visvesvaraya Main road, Mysore
India

Dear SUBRAHMANYA VINAYAK JOSHI,

We are pleased to inform you that you have been selected for training with Hewlett Packard India Software Operation Pvt. Ltd. ("HPE" or the "Company") from 10 Jan, 2019 to 10 Jul, 2019 for a period of 6 Months under the guidance and supervision of Amarnath Chilumukuru. Your location would be Bangalore.

1. During the tenure of the project, you will be paid a **stipend of** Rs.20,000 **per month.** The payment of stipend shall depend on your unconditional presence at any location that may be stipulated herein above.

2. It is clearly understood that you are not in any manner providing any service to HPE and that the payment of stipend shall not in any manner be construed or deemed to be consideration for services rendered by you.

3. You will not be entitled to any statutory benefits of otherwise to which a regular employee of the company is entitled.

4. You will be entitled for 12 days leave per annum, weekly holidays and such other holidays declared by the Company.

5. During your training with the company you shall be bound by the company's rules and regulation applicable from time to time and any violation to this will result in immediate termination of your training.

6. During your training with the company you may come across certain confidential information related to the business of the company, any such information you shall not use or disclose to others or any third party in any circumstances.

7. You shall not publish your research / project report and about the company in any form in mass media and the same is to be treated strictly for academic purpose only.

8. You shall maintain utmost confidentiality on any information that you acquire during the project and sign the enclosed confidentiality agreement on or before the start of training period.

9. You shall not, during the period of your project study at HPE, copy, duplicate, decompile or translate any intellectual property of HPE without appropriate authorization. You shall not take out any intellectual property belonging to HPE, outside the work place or HPE's premises, without appropriate authorization from the supervisor.

10. You shall be obligated to compensate HPE appropriately, in the event you cause any loss or damage to any property that is owned or leased by HPE, during the training period.

FOR Company

Shalini Dutta
APJ Technology & Services Talent Acquisition Manager

FOR Employee
Name: _____

Signature: _____
Date: _____

Signature Not Verified

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02.02.2024 22:35

Internship Training Agreement

This INTERNSHIP TRAINING AGREEMENT ("Agreement") is made as on **14th December 2018**

BY AND BETWEEN:

NI SYSTEMS INDIA PRIVATE LIMITED, being a Company incorporated under the Companies Act, 1956 and having its office at 81/1 and 82/1, Salarpuria Soft zone, B Wing, 5th Floor, A Block, Bellandur, Varthur Hobli, Bangalore- 560037 and the other office at

NI Systems India Pvt Ltd

No.12,Subramanya Arcade,
Tower-B, 5th Floor,
Bannergatta Road,
Bangalore-560029

(Hereinafter referred to as "Company")

Sushmitha Mallesh

AND

(Hereinafter referred to as "Intern")

WHEREAS, Company is engaged in development and supplying of Computer based instrumentation, hardware and software products and Research and Development of Software in India.

WHEREAS, Intern has approached the Company seeking internship for the practical training in Software Engineering and Company has shown its willingness to grant that opportunity to Intern.
NOW THEREFORE, in consideration of the promises and the mutual covenants and agreement herein contained the parties here to agree as follows:

1. Definitions;
   The following terms, as used herein, have the following meanings;
   "Agreement" means, when fully executed by both parties, this part-time Internship Agreement.
   "Effective date" shall mean **7th January 2019** the date upon which this Agreement and Intern's engagement by company commences. "Parties' means collectively the Company and Intern.

2. Period: This training shall be from **7th January 2019 to 30th June 2019** and shall be subject to the right of both the parties to terminate the same in accordance with provisions of this agreement (herein after referred to as "Internship Period").
3. Full Compensation for the services to be rendered to the Intern: Company agrees to pedway or cause to be paid to Intern and Intern agrees to accept, allowance at the rate of **₹25,000 /-** per month for the internship period (the "Fees"),which shall be inclusive of payment towards any account what so ever. The fees shall be paid after deducting applicable taxes as per rules.

4. Responsibility and accountability: Intern shall have the responsibility to carry out duties for efficient and economical operation in the areas, which will be assigned to Intern, during the internship period.

5. Reporting, Location and Working hours: Intern shall report to **Mr. Manoj Mudakavi - Senior Group Manager** of the Company (herein after referred to as the "Mentor") for his training related assignments. Intern will be required to attend office for training purpose during Monday to Friday, in accordance with instructions given by the Mentor. Intern shall obtain training through-out the

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internship period under guidance of the Mentor and follow Mentors' instructions. Standard working hours for the Intern would be between 9.00 AM to 6.00 PM during Monday to Friday. In Which may however be subject to change, by the Company. (The Part time intern is required to work on 3 days of the week.) If the intern takes any leave during the internship, the monthly Fees will be deducted accordingly.

6. Record and Property: All records and other properties of Company entrusted or given to Intern for the training will remain properties of Company and Intern agrees to return same to Company and upon expiry of term or termination of Agreement with Intern, for any reason. The intern is instructed to handle such records and properties of the Company with ultimate care and guard from lass or damage.

7. Termination of Internship: This agreement and internship by Company may be terminated.
   a) Voluntary Termination: By either of the parties at any time upon Fifteen (15) days prior written notice ("Voluntary Termination") or
   b) Disability. By Company in the event of Intern's death or disability (as hereinafter defined) during the term of this agreement. For purposes of this Agreement, "Intern's Disability" shall mean the inability of Intern, due to illness, accident or any other physical or mental incapacity, to perform his/her duties in a normal manner for a period of Three (3) consecutive months during the term of this Internship.
   c) Company's Termination :In the event of the Intern committing breach of this agreement or being found guilty of any misconduct or found to have infringed any of the Company's regulations or having disobeyed lawful orders or instructions of the Company or having conducted himself in a manner calculated to bring the Company into disrepute and/or in any manner acting prejudicial to the interests of the company, this agreement may be terminated immediately by the Company without notice and in such case the Intern will have no claim on the Company whatsoever.

8. Inventions, Patents, belong to Company: Intern agrees that he/she will disclose and assign to Company all inventions, developments, improvements or ideas conceived by him/her as a direct result of his engagement by and which pertains to the business of Company during his/her engagement with Company. The said inventions, improvements, developments and ideas shall become and remain the property of Company whether or not patent applications or other governmental filings are made thereon or with respect thereto.

9. Intern's covenants Intern covenants and agrees with Company that:

   a) He/She will, during the internship period perform such duties diligently as may from time to time be specified by the Company and devote his/her whole time and attention to the business of the Company. He/She shall also obey and observe all lawful orders and instructions given to him/her and generally use his/her best endeavors to promote the success of the Company.
   b) He/She shall during the internship period, follow the rules, regulations and code of conduct of the.
   c) He/she will not, during the term of this Agreement or at any time (or for a period of 3 years) thereafter, following his/her termination of Internship with the Company either voluntarily or involuntarily, disclose to any person, firm or corporation, directly or indirectly in competition with Company or alliance partner, any confidential or proprietary information concerning the conduct of the business and affairs of Company , which he/she may have acquired in the course of or as an incident either to his/her engagement hereunder or which he/she may have acquired in the course of or as an incident either to his/her internship hereunder or any part of the business conducted by Company.
   d) Intern agrees and acknowledges that this Agreement is purely for short term training of the intern and intern shall not be entitled to claim any extension of such internship or his/her absorption in employment with the Company.

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10. No waiver by Termination: Termination of engagement hereunder for any reason shall not constitute a waiver of any of the negative covenants or restrictive clauses contained in this Agreement.

11. Waiver : It is also agreed that the failure of Company to demand rigid adherence to one or more or all of the terms of this Agreement, on one or more occasions, shall not be construed as a waiver nor deprive Company of the right thereafter to insist upon strict compliance therewith.

12. Arbitration: Any controversy or claim arising out of or relating to any provision of this Agreement or to the breach hereof, shall be settled by arbitration in Bangalore in accordance with the provisions of the Arbitration and Conciliation Act, 1996 at the time in effect, and judgment upon the award rendered by the arbitrator may be entered in any competent court at Bangalore having jurisdiction or any other court affording said judgment full faith and credit.

13. Notices : No notice, request, consent, approval waiver or other communication under this Agreement shall be effective unless, but any such communication shall be deemed to have been given if, the same is in writing and is mailed by registered or certified mail, postage prepaid, addressed to the parties at the addresses herein noted in this agreement.

14. Assignment : This agreement shall not be assignable by Intern. The terms and conditions of this Agreement shall insure to the benefit of and be binding upon any successor to the business of Company.

15. Enforceability : If any terms, covenant, condition or provision of this Agreement, or the application thereof to any person or circumstances other than those as to which it is held invalid or unenforceable shall not be effected thereby and each term covenant, condition and provision of this Agreement shall be valid and enforced to the fullest extent permitted by law.

16. Counterparts : Wherever herein the singular number is used, the same shall include the plural, and the masculine gender shall include the feminine and the neuter genders, and vice versa, as the context shall required. This Agreement may be executed in several counterparts, each of which shall be an original, but all of such constitute one and the same instrument.

17. CAPTIONS : Captions used herein are inserted for reference purposes only and shall not effect the interpretations or construction of this Agreement.

IN WITNESS WHEREOF, the parties here to have set their hands and seals, or caused these presents to be signed by their company officers and their proper company seal to be hereto affixed, the day, month, and year first above written.

For NI Systems (India) Private Limited

RAJANIKANTH BALARAMAN
R&D BRANCH MANAGER

Sushmita Mallesh

Sushmita Mallesh
Date : 20/12/2018

Place : Mysore

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NAME: SUJEENDRA S.M
BRANCH: COMPUTER SCIENCE
USN: 4JC15CS113

Strictly Private and Confidential

24-Apr-2019

Sujeendra Satish Mahagoankar
Plot No.49,Ghatge Layout,MSK Mill road
9620457617

Dear Sujeendra,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

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

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

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

Candidate's Signature: Sujeendra



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- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the Offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This Offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

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To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

Mohan Sekhar

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

ACKNOWLEDGED AND AGREED:

[*Insert full legal name*]

Candidate's Signature

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ANNEXURE - I

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Joining Bonus	
Joining Bonus (Refer to section C)	25,000

(D) Additional Benefits	
Gratuity as per law#	5,290
Insurance Premium (notional value)	3,776

Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000

(A) Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- **Joining Bonus**- of **INR 25,000** payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

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- **Additional Bonus- of INR 25,000** payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the Authorities.

*As defined by applicable law from time to time.

- If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your career level as per company payroll cycle.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
    a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
    b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
        - 10% of such claims for self, spouse and 2 dependent children
        - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

Candidate's Signature

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

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

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ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

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MICRO FOCUS

24 Jan, 2019

SUMANTH BHAT

#3-20, Saligrama Post, Chitrapadi Village, Udupi

Dear SUMANTH,

We are pleased to inform you that you have been selected for training with Entco Software India Private Limited (Micro Focus) from 30 Jan, 2019 to 31 Jul, 2019 for a period of **6 months** under the guidance and supervision of Praveen K R. Your location would be BTP01 - Olympia Building - Bagmane Tech Park (BTP01).

1. During the tenure of the project, you will be paid a **stipend of** Rs.20,000 per month. The payment of stipend shall depend on your unconditional presence at any location that may be stipulated herein above.
2. It is clearly understood that you are not in any manner providing any service to Micro Focus and that the payment of stipend shall not in any manner be construed or deemed to be consideration for services rendered by you.
3. You will not be entitled to any statutory benefits of otherwise to which a regular employee of the company is entitled.
4. You will be entitled for 12 days leave per annum; weekly holidays and such other holidays declared by the Company.
5. During your training with the company you shall be bound by the company's rules and regulation applicable from time to time and any violation to this will result in immediate termination of your training.
6. During your training with the company you may come across certain confidential information related to the business of the company, any such information you shall not use or disclose to others or any third party in any circumstances.
7. You shall not publish your research / project report and about the company in any form in mass media and the same is to be treated strictly for academic purpose only.
8. You shall maintain utmost confidentiality on any information that you acquire during the project and sign the enclosed confidentiality agreement on or before the start of training period.
9. You shall not, during the period of your project study at Micro Focus, copy, duplicate, decompile or translate any intellectual property of Micro Focus without appropriate authorization. You shall not take out any intellectual property belonging to Micro Focus, outside the work place or Micro Focus's premises, without appropriate authorization from the supervisor.
10. You shall be obligated to compensate Micro Focus appropriately, in the event you cause any loss or damage to any property that is owned or leased by Micro Focus, during the training period.
11. It is expressly understood and agreed by and between us that the company shall in no way be liable /responsible for any injuries/ impairment in health arising during your training period.

FOR Company

Monica Mathias

Country Manager Talent Acquisition

India & South Asia

FOR Employee

Name: _____

Signature: _____

Date: _____

Signature Not Verified

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MICRO FOCUS

12. This offer of appointment is 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 Micro Focus or an appropriate third party, and the results of such background checks being favorable in Micro Focus's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by Micro Focus.

We look forward to having you join us and wish you a fruitful training with us.

Agreement Regarding Confidential Information and Proprietary Developments
India

SUMANTH BHAT

1. **Consideration and Relationship to Employment.** As a condition of my employment with Micro Focus or one of its subsidiaries, successors, assigns, or affiliates (referred to collectively as, "Company"), in return for Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties in such employment, I knowingly agree to restrictions provided for below that will apply during and after my employment by Company. I understand, however, that nothing relating to this Agreement will be interpreted as a contract or commitment whereby Company is deemed to promise continuing employment for a specified duration.

2. **Confidential Information.** This Agreement concerns trade secrets, confidential business and technical information, and know-how not generally known to the public (hereinafter "Confidential Information") which is acquired or produced by me in connection with my employment by Company. Confidential Information may include, without limitation, information on Company organizations, staffing, finance, structure, information of employee performance, compensation of others, research and development, manufacturing and marketing, files, keys, certificates, passwords and other computer information, as well as information that Company receives from others under an obligation of confidentiality. I agree to abide by the Company Confidential Information Policy and specifically agree that with regard to Company Confidential Information:

(a) to use such information only in the performance of Company duties;

(b) to hold such information in confidence and trust; and

(c) to use all reasonable precautions to assure that such information is not disclosed to unauthorized persons or used in an unauthorized manner, both during and after my employment with Company.

I further agree that any organizational information or staffing information learned by me in connection

FOR Company

Monica Mathias.
Country Manager Talent Acquisition
India & South Asia

FOR Employee
Name: _____

Signature: _____
Date: _____

Signature Not Verified
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CN=SOKKALINGAM ARUMUGAM DHANARAJ, SERIALNUMBER=09c71c7430509[illegible]d39bf7df6ea45d76c824ff43c67a40809fdf41420957ae, S=Karnataka, PostalCode=570006, Phone=6c62dc5a97e4c1a62fd27ddd89ff89c15c36e9252e3ca1b465469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND TECHNOLOGY UNIVERSITY, C=IN
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with my employment by Company is the Confidential Information of Company, and I agree that I will not share such information with any recruiters or any other employers, either during or subsequent to my employment with Company; further, I agree that I will not use or permit use of such as a means to recruit or solicit other Company employees away from Company (either for myself or for others).

3. **Proprietary Developments.** This Agreement also concerns inventions and discoveries (whether or not patentable), designs, works of authorship, mask works, improvements, data, processes, computer programs and software (hereinafter called "Proprietary Developments") that are conceived or made by me alone or with others while I am employed by Company and that relate to the research and development or the business of Company, or that result from work performed by me for Company, or that are developed, in whole or in part, using Company's equipment, supplies, facilities or trade secrets information.

Such Proprietary Developments are the sole property of Company, and I hereby assign and transfer all rights in such Proprietary Developments to Company. I also agree that any works of authorship created by me shall be deemed to be "works made for hire." I further agree for all Proprietary Developments:

(a) to disclose them promptly to Company;

(b) to sign any assignment document to formally perfect and confirm my assignment of title to Company;

(c) to assign any right of recovery for past damages to Company; and

(d) to execute any other documents deemed necessary by Company to obtain, record and perfect patent, copyright, mask works and/or trade secret protection in all countries, in Company's name and at Company's expense.

I understand that Company may delegate these rights. I agree that, if requested, my disclosure, assignment, execution and cooperation duties will be provided to the entity designated by Company.

This Agreement does not apply to an invention for which no equipment, supplies, facility or trade secret information of the employer was used and which was developed entirely on the employee's own time, unless (a) the invention relates (i) to the business of the employer or (ii) to the employer's actual or demonstrably anticipated research or development, or (b) the invention results from any work performed by the employee for the employer.

4. **Respect for Rights of Former Employers.** I agree to honor any valid disclosure or use restrictions on information or intellectual property known to me and received from any former employers or any other parties prior to my employment by Company. I agree that without prior written consent of such former employers or other parties, I will not knowingly use any such information in connection with my Company work or work product, and I will not bring onto the premises of Company any such information in whatever tangible or readable form.

5. **Work Product.** The product of all work performed by me during and within the scope of my

FOR Company

Monica Mathias
Country Manager Talent Acquisition
India & South Asia

FOR Employee

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Company employment including, without limitation, any files, presentations, reports, documents, drawings, computer programs, devices and models, will be the sole property of Company. I understand that Company has the sole right to use, sell, license, publish or otherwise disseminate or transfer rights in such work product.

6. **Company Property.** I will not remove any Company property from Company premises without Company's permission. Upon the end of my employment with Company, I will return all Company property to Company unless Company's written permission to keep it is obtained.

7. **Protective Covenants.** I acknowledge that a simple agreement not to disclose or use Company's Confidential Information or Proprietary Developments after my employment by Company ends would be inadequate, standing alone, to protect Company's legitimate business interests because some activities by a former employee who had held a position like mine would, by their nature, compromise such Confidential Information and Proprietary Developments as well as the goodwill and customer relationships that Company will pay me to develop for Company during my employment by Company.

I recognize that activities that violate Company's rights in this regard, whether or not intentional, are often undetectable by Company until it is too late to obtain any effective remedy, and that such activities will cause irreparable injury to Company. To prevent this kind of irreparable harm and to protect Company's trade secrets, I agree that during my employment and for a period of twelve months following the end of my employment with Company, I will abide by the following Protective Covenants:

(a) **No Solicitation of Customers.** I will not (in person or through assistance to others) knowingly participate in soliciting or communicating with any customer of Company in pursuit of a Competing Line of Business if I either had business-related contact with that customer or received Confidential Information about that customer in the last two years of my employment at Company;

(b) **No Solicitation of Company Employees.** I will not (in person or through assistance to others) knowingly participate in soliciting or communicating with any Company Employee for the purpose of persuading or helping the Company Employee to end or reduce his or her employment relationship with Company if I either worked with that Company Employee or received Confidential Information about that Company Employee in the last two years of my employment with Company; and

(c) **No Solicitation of Company Suppliers.** I will not (in person or through assistance to others) knowingly participate in soliciting or communicating with any Company Supplier for the purpose of persuading or helping the Company Supplier to end or modify to Company's detriment an existing business relationship with Company if I either worked with that Company Supplier or received Confidential Information about that Company Supplier in the last two years of my employment with Company.

As used here, **"Competing Line of Business"** includes a business that involves a product or service offered or to be offered by anyone other than Company that would replace or compete with any product or service offered or to be offered by Company or its related corporations (unless Company and its related corporations are no longer engaged in or planning to engage in that line of business).

FOR Company

Monica Mathias
Country Manager Talent Acquisition
India & South Asia

FOR Employee

Name: _____

Signature: _____

Date: _____

Signature Not Verified

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"Company Employee" means an individual employed by or retained as a consultant to Company or its related corporations. **"Company Supplier"** means an individual, corporation, other business entity or separately operated business unit of an entity that regularly provides goods or services to Company or its related corporations, including without limitation any OEM, ODM or subcontractor.

8. **Enforcement.** I make these agreements to avoid any future dispute between myself and Company regarding specific restrictions on my post-employment conduct that will be reasonable, necessary and enforceable to protect Company's Confidential Information and Proprietary Developments and other legitimate business interests. The Protective Covenants are ancillary to the other terms of this Agreement and my employment relationship with Company. This Agreement benefits both me and Company because, among other things, it provides finality and predictability for both me and the company regarding enforceable boundaries on my future conduct. Accordingly, I agree that this Agreement and the restrictions in it should be enforced under common law rules favoring the enforcement of such agreements.

For these reasons, I agree that I will not pursue any legal action to set aside or avoid application of the Protective Covenants. This Agreement will survive the end of my employment with Company and shall, likewise, continue to apply and be valid notwithstanding any change in my duties, responsibilities, position, or title.

9. **Relief; Extension.** I understand that if I violate this Agreement (particularly the Protective Covenants), Company will be entitled to (i) injunctive relief by temporary restraining order, temporary injunction, and/or permanent injunction, (ii) recovery of attorneys' fees and costs incurred by Company in obtaining such relief where allowed by law, and (iii) any other legal and equitable relief to which Company may be entitled. Injunctive relief will not exclude other remedies that might apply. If I am found to have violated any restrictions in the Protective Covenants, then the time period for such restrictions will be extended by one day for each day that I am found to have violated them, up to a maximum extension equal to the time period originally prescribed for the restrictions.

10. **Severability; Authority for Revision; Assignment; Governing Law.** The provisions of this Agreement will be separately construed. If any provision contained in this Agreement is determined to be void, illegal or unenforceable, in whole or in part, then the other provisions contained herein will remain in full force and effect as if the provision so determined had not been contained herein. If the restrictions provided in this Agreement are deemed unenforceable as written, the parties expressly authorize the court to revise, delete, or add to such restrictions to the extent necessary to enforce the intent of the parties and to provide Company's goodwill, Confidential Information, Proprietary Developments and other business interests with effective protection. In the event the restrictions provided in this Agreement are deemed unenforceable and cannot be reformed to make them enforceable, then any prior agreements that I have made with Company relating to confidential information or proprietary developments shall not be deemed to have been superseded or otherwise affected by this Agreement, but instead shall remain in effect. The title and paragraph headings in this Agreement are provided for convenience of reference only, and shall not be considered in determining its meaning, intent or applicability. This Agreement will inure to the benefit of the parties' heirs,

FOR Company

Monica Mathias
Country Manager Talent Acquisition
India & South Asia

FOR Employee
Name: _____

Signature: _____
Date: _____

Signature Not Verified
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02.02.2024 22:35

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

successors and assigns. This Agreement, including but not limited to the Protective Covenants, may be assigned by Company to a subsequent employer, successor or assign without the need for further authorization or agreement from me. This Agreement will be governed by the laws of the country and/or state identified as my work location in which I work at the time of its enforcement.

11. **Acceptance by Company.** A counterpart of this Agreement has been manually executed by a duly authorized representative to indicate Company's acceptance of the terms hereof and Company's covenant to perform its obligations hereunder (including, without limitation, Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties). Such acceptance on behalf of Company is conditioned upon my reciprocal agreement to such terms. I acknowledge the sufficiency of Company's acceptance of the terms hereof to establish the mutual rights and responsibilities defined herein.

12. **Acceptance by Employee.** By placing my signature below, I confirm that I have read and fully understood the terms of this Agreement, and have been at liberty to seek legal advice on the same prior to my acceptance of such terms.

FOR Company

Monica Mathias
Country Manager Talent Acquisition
India & South Asia

FOR Employee

Name: _____

Signature: _____

Date: _____

Signature Not Verified

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CS

Sumanth Bhat
4JC15CS111
Computer Science

MICRO FOCUS

24 Jan, 2019

SUMANTH BHAT
#3-20, Saligrama Post, Chitrapadi Village, Udupi

Dear SUMANTH,

We are pleased to inform you that you have been selected for training with Entco Software India Private Limited (Micro Focus) from 30 Jan, 2019 to 31 Jul, 2019 for a period of **6 months** under the guidance and supervision of Praveen K R. Your location would be BTP01 - Olympia Buiiding - Bagmane Tech Park (BTP01).

1. During the tenure of the project, you will be paid a **stipend of** Rs.20,000 per month. The payment of stipend shall depend on your unconditional presence at any location that may be stipulated herein above.
2. It is clearly understood that you are not in any manner providing any service to Micro Focus and that the payment of stipend shall not in any manner be construed or deemed to be consideration for services rendered by you.
3. You will not be entitled to any statutory benefits of otherwise to which a regular employee of the company is entitled.
4. You will be entitled for 12 days leave per annum, weekly holidays and such other holidays declared by the Company.
5. During your training with the company you shall be bound by the company's rules and regulation applicable from time to time and any violation to this will result in immediate termination of your training.
6. During your training with the company you may come across certain confidential information related to the business of the company, any such information you shall not use or disclose to others or any third party in any circumstances.
7. You shall not publish your research / project report and about the company in any form in mass media and the same is to be treated strictly for academic purpose only.
8. You shall maintain utmost confidentiality on any information that you acquire during the project and sign the enclosed confidentiality agreement on or before the start of training period.
9. You shall not, during the period of your project study at Micro Focus, copy, duplicate, decompile or translate any intellectual property of Micro Focus without appropriate authorization. You shall not take out any intellectual property belonging to Micro Focus, outside the work place or Micro Focus's premises, without appropriate authorization from the supervisor.
10. You shall be obligated to compensate Micro Focus appropriately, in the event you cause any loss or damage to any property that is owned or leased by Micro Focus, during the training period.
11. It is expressly understood and agreed by and between us that the company shall in no way be liable /responsible for any injuries/ impairment in health arising during your training period.

FOR Company

Monica Mathias
Country Manager Talent Acquisition
India & South Asia

FOR Employee
Name: _____

Signature: _____
Date: _____

Signature Not Verified

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12. This offer of appointment is 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 Micro Focus or an appropriate third party, and the results of such background checks being favorable in Micro Focus's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by Micro Focus.

We look forward to having you join us and wish you a fruitful training with us.

Agreement Regarding Confidential Information and Proprietary Developments

India

SUMANTH BHAT

1. **Consideration and Relationship to Employment.** As a condition of my employment with Micro Focus or one of its subsidiaries, successors, assigns, or affiliates (referred to collectively as, "Company"), in return for Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties in such employment, I knowingly agree to restrictions provided for below that will apply during and after my employment by Company. I understand, however, that nothing relating to this Agreement will be interpreted as a contract or commitment whereby Company is deemed to promise continuing employment for a specified duration.

2. **Confidential Information.** This Agreement concerns trade secrets, confidential business and technical information, and know-how not generally known to the public (hereinafter "Confidential Information") which is acquired or produced by me in connection with my employment by Company. Confidential Information may include, without limitation, information on Company organizations, staffing, finance, structure, information of employee performance, compensation of others, research and development, manufacturing and marketing, files, keys, certificates, passwords and other computer information, as well as information that Company receives from others under an obligation of confidentiality. I agree to abide by the Company Confidential Information Policy and specifically agree that with regard to Company Confidential Information:

(a) to use such information only in the performance of Company duties;

(b) to hold such information in confidence and trust; and

(c) to use all reasonable precautions to assure that such information is not disclosed to unauthorized persons or used in an unauthorized manner, both during and after my employment with Company.

I further agree that any organizational information or staffing information learned by me in connection

FOR Company

Monica Mathias
Country Manager Talent Acquisition
India & South Asia

FOR Employee
Name: _____

Signature: _____
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Signature Not Verified

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with my employment by Company is the Confidential Information of Company, and I agree that I will not share such information with any recruiters or any other employers, either during or subsequent to my employment with Company; further, I agree that I will not use or permit use of such as a means to recruit or solicit other Company employees away from Company (either for myself or for others).

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Such Proprietary Developments are the sole property of Company, and I hereby assign and transfer all rights in such Proprietary Developments to Company. I also agree that any works of authorship created by me shall be deemed to be "works made for hire." I further agree for all Proprietary Developments:

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4. **Respect for Rights of Former Employers.** I agree to honor any valid disclosure or use restrictions on information or intellectual property known to me and received from any former employers or any other parties prior to my employment by Company. I agree that without prior written consent of such former employers or other parties, I will not knowingly use any such information in connection with my Company work or work product, and I will not bring onto the premises of Company any such information in whatever tangible or readable form.

5. **Work Product.** The product of all work performed by me during and within the scope of my

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I recognize that activities that violate Company's rights in this regard, whether or not intentional, are often undetectable by Company until it is too late to obtain any effective remedy, and that such activities will cause irreparable injury to Company. To prevent this kind of irreparable harm and to protect Company's trade secrets, I agree that during my employment and for a period of twelve months following the end of my employment with Company, I will abide by the following Protective Covenants:

(a) **No Solicitation of Customers.** I will not (in person or through assistance to others) knowingly participate in soliciting or communicating with any customer of Company in pursuit of a Competing Line of Business if I either had business-related contact with that customer or received Confidential Information about that customer in the last two years of my employment at Company;

(b) **No Solicitation of Company Employees.** I will not (in person or through assistance to others) knowingly participate in soliciting or communicating with any Company Employee for the purpose of persuading or helping the Company Employee to end or reduce his or her employment relationship with Company if I either worked with that Company Employee or received Confidential Information about that Company Employee in the last two years of my employment with Company; and

(c) **No Solicitation of Company Suppliers.** I will not (in person or through assistance to others) knowingly participate in soliciting or communicating with any Company Supplier for the purpose of persuading or helping the Company Supplier to end or modify to Company's detriment an existing business relationship with Company if I either worked with that Company Supplier or received Confidential Information about that Company Supplier in the last two years of my employment with Company.

As used here, **"Competing Line of Business"** includes a business that involves a product or service offered or to be offered by anyone other than Company that would replace or compete with any product or service offered or to be offered by Company or its related corporations (unless Company and its related corporations are no longer engaged in or planning to engage in that line of business).

FOR Company

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8. **Enforcement.** I make these agreements to avoid any future dispute between myself and Company regarding specific restrictions on my post-employment conduct that will be reasonable, necessary and enforceable to protect Company's Confidential Information and Proprietary Developments and other legitimate business interests. The Protective Covenants are ancillary to the other terms of this Agreement and my employment relationship with Company. This Agreement benefits both me and Company because, among other things, it provides finality and predictability for both me and the company regarding enforceable boundaries on my future conduct. Accordingly, I agree that this Agreement and the restrictions in it should be enforced under common law rules favoring the enforcement of such agreements.

For these reasons, I agree that I will not pursue any legal action to set aside or avoid application of the Protective Covenants. This Agreement will survive the end of my employment with Company and shall, likewise, continue to apply and be valid notwithstanding any change in my duties, responsibilities, position, or title.

9. **Relief; Extension.** I understand that if I violate this Agreement (particularly the Protective Covenants), Company will be entitled to (i) injunctive relief by temporary restraining order, temporary injunction, and/or permanent injunction, (ii) recovery of attorneys' fees and costs incurred by Company in obtaining such relief where allowed by law, and (iii) any other legal and equitable relief to which Company may be entitled. Injunctive relief will not exclude other remedies that might apply. If I am found to have violated any restrictions in the Protective Covenants, then the time period for such restrictions will be extended by one day for each day that I am found to have violated them, up to a maximum extension equal to the time period originally prescribed for the restrictions.

10. **Severability; Authority for Revision; Assignment; Governing Law.** The provisions of this Agreement will be separately construed. If any provision contained in this Agreement is determined to be void, illegal or unenforceable, in whole or in part, then the other provisions contained herein will remain in full force and effect as if the provision so determined had not been contained herein. If the restrictions provided in this Agreement are deemed unenforceable as written, the parties expressly authorize the court to revise, delete, or add to such restrictions to the extent necessary to enforce the intent of the parties and to provide Company's goodwill, Confidential Information, Proprietary Developments and other business interests with effective protection. In the event the restrictions provided in this Agreement are deemed unenforceable and cannot be reformed to make them enforceable, then any prior agreements that I have made with Company relating to confidential information or proprietary developments shall not be deemed to have been superseded or otherwise affected by this Agreement, but instead shall remain in effect. The title and paragraph headings in this Agreement are provided for convenience of reference only, and shall not be considered in determining its meaning, intent or applicability. This Agreement will inure to the benefit of the parties' heirs,

FOR Company

Monica Mathias
Country Manager Talent Acquisition
India & South Asia

FOR Employee
Name: _____

Signature: _____
Date: _____

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

Signature Not Verified

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successors and assigns. This Agreement, including but not limited to the Protective Covenants, may be assigned by Company to a subsequent employer, successor or assign without the need for further authorization or agreement from me. This Agreement will be governed by the laws of the country and/or state identified as my work location in which I work at the time of its enforcement.

11. **Acceptance by Company.** A counterpart of this Agreement has been manually executed by a duly authorized representative to indicate Company's acceptance of the terms hereof and Company's covenant to perform its obligations hereunder (including, without limitation, Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties). Such acceptance on behalf of Company is conditioned upon my reciprocal agreement to such terms. I acknowledge the sufficiency of Company's acceptance of the terms hereof to establish the mutual rights and responsibilities defined herein.

12. **Acceptance by Employee.** By placing my signature below, I confirm that I have read and fully understood the terms of this Agreement, and have been at liberty to seek legal advice on the same prior to my acceptance of such terms.

FOR Company

Monica Mathias
Country Manager Talent Acquisition
India & South Asia

FOR Employee
Name: _____

Signature: _____
Date: _____

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Acknowledged by supreethasbhatt97@gmail.com (Supreetha S Bhatt on 1/28/2019 5:17:26 PM)

amazon® | Internet Services Private Limited

INTERNSHIP LETTER

Supreetha S Bhatt
#205/D, A-BLOCK, 3RD STAGE, N.KUPPLUR, J.P.NAGAR
Mysore – 570008
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IND

Dear Supreetha,

On behalf of **Amazon Internet Services Private Limited**, a company incorporated under the laws of India, having its registered office at Ground Floor, Eros Plaza, Eros Corporate Centre, Nehru Place, New Delhi - 110019, Delhi (hereinafter the "Company" or "Amazon India"), we are very pleased to issue this Internship Letter for the position of an **Intern** at **Bangalore**, India.

Your internship with the Company will be subject to your acceptance of this Internship Letter and the terms and conditions set forth hereinbelow on or before 10 business days in the manner provided for by the Company.

Upon your acceptance of this Internship Letter, the same shall form a valid and binding agreement between Amazon India and you, and you shall be bound by the terms and conditions stipulated herein below.

1. **Date of Commencement**

Your internship with Amazon India will commence on **11-Feb-2019** and shall end as per the provisions contained in Section 12 herein below. The said duration of internship shall hereinafter be referred to as the "Term".

2. **Duties**

2.1 You will be engaged in the position of **Cloud Support-Intern**. Your manager will advise you about your duties and responsibilities after your joining with us. You will be expected to perform your duties to the best of your ability at all times as per the responsibilities advised by your manager at the time of joining or as amended from time to time, as well as such other tasks as may be required by Amazon India.

2.2 You will be required to comply with Amazon India's rules, regulations and policies from time to time in force, including, without limitation, those policies set out in Amazon India's

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CIN : U72200DL2010PTC207638

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Policies and Procedures (as may be applicable to you), as communicated to you. Amazon India reserves the right to change Amazon India's Policies and Procedures from time to time at its sole discretion and you shall be bound by the same, so far as may be applicable to you.

2.3 You acknowledge that during the Term, as the business of Amazon India changes, it may be necessary to rotate you in other departments / units. Amazon India therefore reserves the right to change your role and responsibilities from time to time at its sole discretion and without assigning any reason, it being understood that you will not be assigned responsibilities which you cannot reasonably perform.

2.4 Unless specified in writing, you shall not be authorised to enter into any contractual obligations on behalf of Amazon India or its affiliates including creating a lien (statutory or other), security interest, mortgage, pledge, assignment, encumbrance, chattel or conditional sale or other title retention agreement or any other financial obligations or otherwise on behalf of Amazon India or its affiliates.

3. Hours of Work

The normal business hours of the office, at which you work, will apply to you and these will be advised on commencement of internship and when there is a change. You may be required to work in shifts for different workhours or workdays during the week depending on the business or team that you may be working for. You will be advised by your manager or department about such requirements at the time of joining and from time to time during the course of your internship, as appropriate. Certain business teams also operate on 24x7 basis and hence, may have rotational shifts or related requirements for their respective team members. Please refer to Amazon India's Policies and Procedures for further details.

4. Place of Work

Your initial place of work will be at Amazon India's facility in Bangalore. However, you should be aware that the Company and/or its affiliates have offices throughout the world and because of the nature of your duties, the Company has the right to transfer you from one place to another or from one section to another or from one unit to any other unit of the Company, its parent company or to any of its sister concerns, which are either existing or may be set up in future. The decision of the Company in this regard shall be final and binding on you.

5. Remuneration

5.1 Your internship stipend will be Rs.40,000 per month made payable in arrears and subject to all lawful deductions of tax.

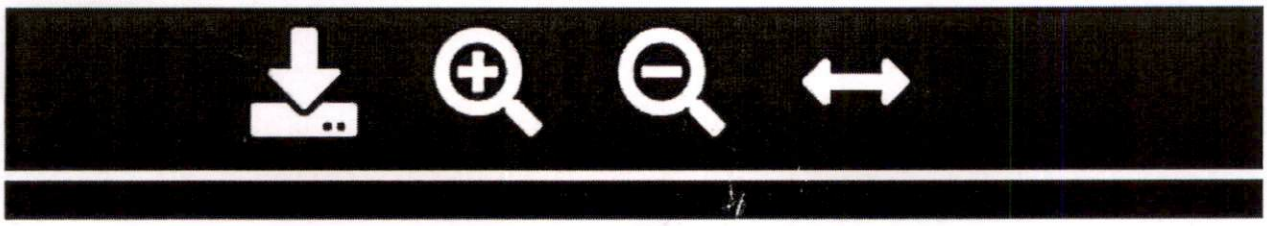
5.2 Amazon India has the right to deduct from your stipend any sums which you may owe Amazon India, including without limitation, any over-payments or loans made to you by Amazon India or any demand raised by any judicial or quasi-judicial authority for your acts

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CIN : U[illegible]27638

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or omissions and / or losses suffered by Amazon India as a result of your negligence or breach of the terms contained in this Internship Letter/Amazon India's Policies (as may be applicable to you), or your failure to return Amazon India's property.

5.3 You will be reimbursed for any reasonable expenses incurred by you in the course of the performance of your internship on behalf of Amazon India, subject to your compliance with the Expenses Policy contained in Amazon India's Policies and Procedures (as may be applicable to you).

6. Leave and Benefits

You will not be entitled to any leaves or such other employee benefits during the term of your internship with Amazon India.

7. Confidential Information and Confidentiality Obligations

7.1 "Confidential Information" means and includes any information that relates to the business of the Company that is not generally available to the public. Without limiting the foregoing, Confidential Information includes:

(1) the identity of, contractual terms with, and any information relating to, the Company's business partners, customers, services clients, sellers, agents, employees, contractors, investors, joint venturers, vendors, or suppliers and the terms on which the Company does business with each such entity, or generally;

(2) computer code (including source code and object code) or software developed, modified, or used by the Company;

(3) data of any sort compiled by the Company, including, but not limited to, data relating to products and services, advertising and marketing, and existing or prospective customers, clients, vendors, or business partners;

(4) algorithms, procedures or techniques, or the essential ideas and principles underlying such algorithms, procedures or techniques, developed by, or whose workings are otherwise known to, the Company (but excluding any public domain algorithms, procedures, or techniques), whether or not such algorithms, procedures or techniques are embodied in a computer program, including, but not limited to, techniques for identifying prospective customers, communicating effectively with prospective or current customers, reducing operating costs, or increasing system reliability;

(5) the fact that the Company uses, has used, or has evaluated for potential use any particular database, source of data, algorithm, procedure or technique, or the essential ideas and principles underlying such algorithm, procedure or technique, developed or supplied by a party other than the Company (including any

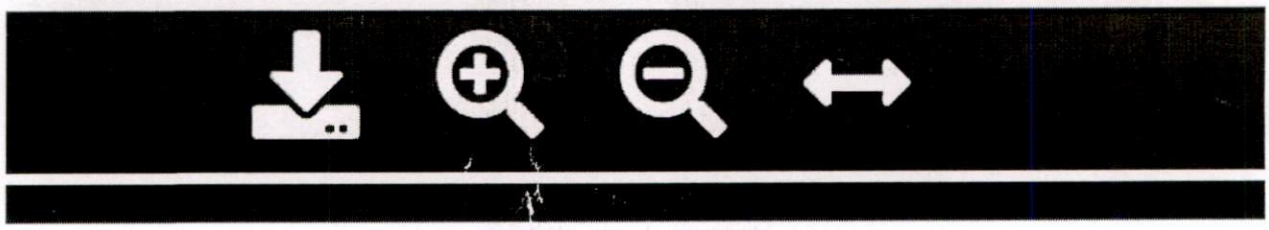
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algorithms, procedures or techniques in the public domain), whether or not such algorithms, procedures or techniques are embodied in a computer program;

(6) pricing or marketing strategies developed, investigated, acquired (from a third party or otherwise), evaluated, modified, tested or employed by the Company, or any information related to, or that might reasonably be expected to lead to, the development of such strategies;

(7) information about the Company's future plans, including, but not limited to, plans for expanding into new products, geographical areas, market segments, or services;

(8) any information that would typically be included in the Company's financial statements, including, but not limited to, the amount of the Company's assets, liabilities, net worth, revenues, expenses, or net income;

(9) the following information which shall hereinafter be referred to as the "Disclosure Information":

(a) any and all algorithms, procedures or techniques related to the Company's business activities or to your work with the Company, and the essential ideas and principles underlying such algorithms, procedures or techniques, conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your internship with the Company, whether or not such algorithms, procedures or techniques are embodied in a computer program;

(b) any and all pricing or marketing strategies, the essential ideas and principles on which such strategies are based, and any information that might reasonably be expected to lead to the development of such strategies, conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your internship with the Company;

(c) information relating to any and all products and services, and the essential ideas and principles underlying any and all products and services, conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your internship with the Company, whether or not such products or services are marketed, sold, or provided by the Company; and

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(d) any other ideas or information conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your internship with the Company, if the idea or information could reasonably be expected to prove useful or valuable to the Company;

(10) any other information gained in the course of your internship with the Company that could reasonably be expected to prove deleterious to the Company if disclosed to third parties, including without limitation, any information that could reasonably be expected to aid a competitor or potential competitor of the Company in competing more effectively with the Company;

(11) any information received by the Company from third parties, whether or not under obligation of confidentiality;

(12) any information derived from any of the above, including any intellectual property rights attached thereto; and

(13) any copies of the above mentioned information.

7.2 Confidentiality Obligations:

(i) You acknowledge that you have acquired and/or will acquire Confidential Information during the course of, or incident to, your internship with the Company, and that the ability of the Company to continue in business could be seriously jeopardized if such Confidential Information were to be used by you or by other persons or firms to compete with the Company. Accordingly, you agree that you shall not, directly or indirectly, at any time, during the term of your internship with the Company or at any time thereafter, and without regard to when or for what reason, if any, such internship shall terminate, use or cause to be used any Confidential Information in connection with any activity or business except the business of the Company, and shall not disclose or cause to be disclosed any Confidential Information to any individual, partnership, corporation, or other entity unless such disclosure has been specifically authorized in writing by the Company, or except as may be required by any applicable law or by order of a court of competent jurisdiction, or any regulatory or governmental body. Further, you agree that you will give the Company prompt notice of any such order/direction of a court/ regulatory or governmental body so that the Company may seek relief by way of a protective order or other appropriate remedy, and further will provide any assistance which the Company may reasonably require in order to secure such order or such remedy (with your expenses reasonably incurred in providing such assistance to be reimbursed by the Company). In the event such protective order or other remedy is not

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obtained, you shall furnish only that portion of the Confidential Information which is legally required by the governmental entity or regulatory authority; and will use reasonable efforts to obtain confidential treatment for any Confidential Information so disclosed.

(i) During the course of your internship with the Company and at the date of termination thereof (hereinafter the "Date of Termination"), you shall promptly disclose and deliver over to the Company, without additional compensation, in writing, or in such form and manner as the Company may reasonably require, the Disclosure Information defined in Section 7.1(9) hereinabove, to the extent that such disclosure could reasonably be expected to be of interest to the Company.

(i) Nothing in this Internship Letter shall be deemed to dilute or waive any rights related to the protection of trade secrets that the Company may have under common law or any applicable statutes.

8. Intellectual Property Rights

8.1 All patents, copyrights, trade secrets, trade/commercial names, proprietary rights, logos, slogans and all other intellectual property rights developed by or for the Company by any person, including but not limited to intellectual property rights relating to any and/or all of the Confidential Information, ("Intellectual Property Rights") shall be owned by the Company.

8.2 For good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, you hereby agree to irrevocably, perpetually and unconditionally sell, assign, transfer and convey to the Company and its successors your entire right, title and interest in the Confidential Information and/or Intellectual Property Rights and any improvements thereto throughout the world, including, without limitation:

(i) all patents, copyrights, trade secrets, trade/commercial names, logos, other proprietary rights and all other intellectual property rights in the Confidential Information and all rights to secure registrations, renewals and extensions of the same;

(i) all rights to make, have made, use, practice, import, export and otherwise fully exploit the Confidential Information and any and all improvements that you or Company may hereafter make or develop;

(I) all rights to file and prosecute applications for patent, copyright and all other intellectual property protection covering the Confidential Information and improvements thereon, and the processes and designs embodied therein, in India, the United States and in every other country and jurisdiction throughout the world;

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(i) all rights under any patent, copyright and all other intellectual property which may be issued on the Confidential Information or the improvements thereon, and any processes and designs therein, and all rights to enjoy the same; and

(i) all documents, notes, notebooks, drawings, schematics, prototypes, magnetically encoded media, electronically stored information, or other materials related to the Confidential Information.

8.3 During the period of your internship with the Company and as may be reasonably necessary subsequent to your internship, you agree to cooperate with the Company as may be necessary to obtain patent, copyright and all other intellectual property protection for the Intellectual Property Rights and improvements thereto throughout the world and agree to do such further acts and execute and deliver to the Company such instruments as may be required to perfect, register or enforce the Company's ownership of the rights assigned, transferred or conveyed. If such cooperation is required after the Date of Termination, the Company shall compensate you at a reasonable rate for the time and related expenses actually spent by you at the Company's request. If you fail or refuse to execute any such instruments, you hereby appoint the Company as your attorney-in-fact to act on your behalf and to execute such instruments. This appointment shall be irrevocable and deemed to be a power coupled with an interest.

8.4 For the purposes of the assignment, transfer or conveyance referred to hereinabove, you acknowledge and covenant that your internship with the Company and the benefits received thereunder shall be treated as good and valuable consideration and that you are not entitled to any further consideration in any form or manner whatsoever in relation thereto.

8.5 Notwithstanding any other provision hereof to the contrary, this Internship Letter does not obligate you to assign or offer to assign to the Company any of your rights in an invention for which no equipment, supplies, facilities, Intellectual Property Rights, Confidential Information or trade secret information of the Company was used and which was developed entirely on your own time, unless (a) the invention relates (i) directly to the business of the Company, or (ii) to the Company's actual or demonstrably anticipated research or development, or (b) the invention results from or is related to, any work performed by you for the Company.

8.6 No Grant of Rights.
You agree that all rights, title and interest in the Intellectual Property Rights and Confidential Information shall be owned exclusively by the Company. Nothing herein contained shall be construed as a grant by implication, estoppel or otherwise, of a license of any kind by either you to the Company, or by the Company to you, for example, to make, have made, use or sell any product using the Intellectual Property Rights, Confidential Information, or as a license under any patent, patent application, utility model, copyright, mask work right, or any other intellectual property right.

9. Data Protection

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9.1 You authorise Amazon India to collect, process and transfer all your personal information obtained by Amazon India for the purpose of proactively managing the relationship.

9.2 You further authorise the transfer to, and storage of, your personal information in the worldwide database currently located in Seattle, Washington, U.S.A. (or such other location as Amazon India determines from time to time). Human Resources and selected management throughout the Amazon group worldwide will be authorised to access this database.

10. Exclusivity

During your internship, you will be required to devote your full time, attention and abilities to your assignment, and to act in the best interests of Amazon India at all times. You shall not, without the written consent of Amazon India, be in any way directly or indirectly engaged or concerned in any other business or undertaking or undertake any internship therein.

11. Relationship of parties

This internship opportunity neither creates the relationship of employer and employee between the Company and you, nor does it assure or guarantee future employment with the Company.

12. Termination of Internship

12.1 Your internship will automatically end on **12-Jul-2019**, unless terminated earlier as per the provisions of this Section.

12.2 This Internship Letter may be terminated either by the Company or by you at any point of time during the Term, without providing any reasons for such termination. Such termination shall be valid and effective only if communicated to the other party in writing at least one day prior to the date of termination.

12.3 On the expiry or sooner termination of your internship for any reason whatsoever, you will return to Amazon India, without delay, all assets belonging to Amazon India, correspondence, records, specifications, models, notes, formulations, lists, papers, reports and other documents and all copies thereof and other property belonging to Amazon India or relating to its business affairs or dealing which are in your possession or under your control. At Amazon India's option, you agree to provide a written certification of your compliance with this Section. Further, you agree to sign a termination certificate in accordance with Amazon India's Policies and Procedures, which will reaffirm your compliance of your post-termination obligations, including return of Amazon India's property/properties and releasing Amazon India from all claims, liabilities and obligations. Where Amazon has made any excess payment to you as part of your relieving formalities,

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whether or not such excess payment is termed "Full and Final Settlement", you shall be obligated and liable to repay such excess amount forthwith upon being notified by Amazon.

13. Background Investigation

13.1 It is Amazon India's policy to investigate all its new interns. Your internship is conditional upon the information contained in your application form and/or curriculum vitae being true and accurate, including (but not limited to) your educational and professional qualifications, the documents furnished by you being genuine, and upon reference checks to be conducted by Amazon India being successfully completed.

13.2 You authorise Amazon India to conduct such searches with government or enforcement authorities as are necessary to enable it to verify that you do not hold any criminal convictions.

14. Foreign Nationals

14.1 In case you are not an Indian national and, under any law, are required to obtain applicable visa / work permit / authorisation or permission from appropriate government authorities to work in India, you are required to ensure all such permissions are obtained before commencement of internship with Amazon India.

14.2 You are also required to ensure all future correspondence and permissions for continued stay and internship in the country as per the governing law are complied with at all times. If required, Amazon shall be at liberty to demand copies / originals of such permission.

14.3 It is made clear that possessing valid work permit / authorisation at all times of your internship is an inherent requirement of your internship with Amazon India. Any time after the execution of this Internship Letter, if it is found that you do not have required work permit / visa, Amazon India shall terminate your internship, without notice, with immediate effect, without any liability towards you.

15. Representations and Warranties

You hereby represent and warrant to the Company that:

15.1 you shall not, during the course of your internship with the Company, use or disclose any document/s that in any way constitutes confidential, proprietary of trade secret information of a third party, except pursuant to written authorization by such third party to do so;

15.2 you are not in unauthorized possession or control of any document/s that in any way constitutes confidential, proprietary of trade secret information of a third party;

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15.3 You confirm that there are no other agreements executed by you with third parties that conflict with the terms and conditions of your internship with Amazon India or that restrict your ability to execute this Internship Letter.

15.4 You hereby represent and warrant that the information furnished by you for the purpose of your internship with the Company is true and correct to the best of your information, knowledge and belief.

16. Notices

All notices issued by you to the Company or by the Company to you shall be sent either by registered post, courier through a recognised courier service provider or email transmission which shall be deemed to have been received the next working day provided the notice is also sent by registered post the next working day after email transmission.

17. Waiver

Failure of the Company to insist upon strict adherence of any term of this Internship Letter on any occasion/s shall not be considered a waiver thereof or deprive the Company of the right thereafter to insist upon strict adherence to that term or any other term of this Internship Letter.

18. Severability

The holding of any provision of this Internship Letter to be illegal, invalid, or unenforceable by a court of competent jurisdiction shall not affect any other provision hereof, which shall remain in full force and effect.

19. Liability for Breach

You acknowledge and accept that your breach of any of the terms contained in this Internship Letter and/or Amazon India's Policies and Procedures (as may be applicable to you) may cause the Company irreparable harm for which there is no adequate remedy at law, and therefore, the Company shall be entitled to the issuance by a court of competent jurisdiction of an order of injunction, restraining order, or other equitable relief in favor of itself, without the necessity of posting a bond, restraining you from committing or continuing to commit any such violation. Exercise or waiver by the Company of its rights to obtain an injunction, restraining order, or other equitable relief hereunder shall not be deemed a waiver of any right to assert any other remedy the Company may have at law or in equity. In any legal action or other proceeding by the Company against you in connection with this Internship Letter (e.g., for recovery of damages or other relief), the Company will be entitled to recover its reasonable attorneys' fees and other costs incurred.

20. Governing Law and Jurisdiction

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CIN : [illegible]

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Your internship, and any disputes which may arise under, out of, or in connection with your internship, shall be governed by and construed in accordance with the laws of India; and the Courts having territorial jurisdiction over the registered office of the Company shall alone have exclusive jurisdiction to try and entertain such disputes to the exclusion of any other Courts situated elsewhere.

21. Agreement/Modifications

The terms described in this Internship Letter and in Amazon's Policies and Procedures (as may be applicable to you), will cumulatively constitute the terms of your internship, and shall supersede any previous discussions, offers, or agreements relating to your internship, or the subject matter hereof. Any additions to, deletions of, or modifications of these terms are valid and effective only if the same are carried out in writing and signed by you and an officer of Amazon India.

22. Headings

The Section headings appearing in this Internship Letter are used for convenience of reference only and shall not be considered a part of this Internship Letter or in any way modify, amend or affect the meaning of any of its provisions.

23. Survival

Your obligations under Sections 7, 12, 17, 18, 19, 20 and this Section 23 hereof shall survive the termination of this Internship Letter and of your internship with the Company.

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Tel. : + 91 - 80 - 3342 0300, Fax : +91 - 80 - 3062 5685
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amazon | Internet Services Private Limited

You undertake to be bound by any rules and regulations enforced by Amazon India from time to time in relation to the conduct, discipline, medical leave and holidays or on any matters relating to service conditions which will be deemed as rules, regulations and order as a part of these terms of internship.

For and on behalf of Amazon Internet Services Private Limited

AUTHORIZATION

By

Signed by:PRIYANKA VASHIST
Date: 2019.01.28 22:22:34 +05:30
Location: India

ACCEPTANCE

I acknowledge receipt of this Internship Letter and, after reading and understanding the same, I accept the same on the terms set out herein.

Suprutha S Bhatt
4JC15CS142
CSE

Registered Office:
Ground Floor, Eros Plaza, Eros Corporate Tower, Nehru Place, New Delhi - 110019, Delhi
Tel. : + 91 - 80 - 3342 0300, Fax : +91 - 80 - 3062 5685
CIN : U72200DL2011FTC227638

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Acknowledged by supreethasbhat97@gmail.com (Supreetha S Bhatt on 1/28/2019 5:17:26 PM)

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amazon® | Internet Services Private Limited

INTERNSHIP LETTER

Supreetha S Bhatt
#205/D, A-BLOCK, 3RD STAGE, N.KUPPLUR, J.P.NAGAR
Mysore – 570008
KA
IND

Dear Supreetha,

On behalf of **Amazon Internet Services Private Limited**, a company incorporated under the laws of India, having its registered office at Ground Floor, Eros Plaza, Eros Corporate Centre, Nehru Place, New Delhi - 110019, Delhi (hereinafter the "Company" or "Amazon India"), we are very pleased to issue this Internship Letter for the position of an **Intern** at **Bangalore**, India.

Your internship with the Company will be subject to your acceptance of this Internship Letter and the terms and conditions set forth hereinbelow on or before 10 business days in the manner provided for by the Company.

Upon your acceptance of this Internship Letter, the same shall form a valid and binding agreement between Amazon India and you, and you shall be bound by the terms and conditions stipulated herein below.

1. Date of Commencement

Your internship with Amazon India will commence on **11-Feb-2019** and shall end as per the provisions contained in Section 12 herein below. The said duration of internship shall hereinafter be referred to as the "Term".

2. Duties

2.1 You will be engaged in the position of **Cloud Support-Intern**. Your manager will advise you about your duties and responsibilities after your joining with us. You will be expected to perform your duties to the best of your ability at all times as per the responsibilities advised by your manager at the time of joining or as amended from time to time, as well as such other tasks as may be required by Amazon India.

2.2 You will be required to comply with Amazon India's rules, regulations and policies from time to time in force, including, without limitation, those policies set out in Amazon India's

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Policies and Procedures (as may be applicable to you), as communicated to you. Amazon India reserves the right to change Amazon India's Policies and Procedures from time to time at its sole discretion and you shall be bound by the same, so far as may be applicable to you.

2.3 You acknowledge that during the Term, as the business of Amazon India changes, it may be necessary to rotate you in other departments / units. Amazon India therefore reserves the right to change your role and responsibilities from time to time at its sole discretion and without assigning any reason, it being understood that you will not be assigned responsibilities which you cannot reasonably perform.

2.4 Unless specified in writing, you shall not be authorised to enter into any contractual obligations on behalf of Amazon India or its affiliates including creating a lien (statutory or other), security interest, mortgage, pledge, assignment, encumbrance, chattel or conditional sale or other title retention agreement or any other financial obligations or otherwise on behalf of Amazon India or its affiliates.

3. Hours of Work

The normal business hours of the office, at which you work, will apply to you and these will be advised on commencement of internship and when there is a change. You may be required to work in shifts for different workhours or workdays during the week depending on the business or team that you may be working for. You will be advised by your manager or department about such requirements at the time of joining and from time to time during the course of your internship, as appropriate. Certain business teams also operate on 24x7 basis and hence, may have rotational shifts or related requirements for their respective team members. Please refer to Amazon India's Policies and Procedures for further details.

4. Place of Work

Your initial place of work will be at Amazon India's facility in Bangalore. However, you should be aware that the Company and/or its affiliates have offices throughout the world and because of the nature of your duties, the Company has the right to transfer you from one place to another or from one section to another or from one unit to any other unit of the Company, its parent company or to any of its sister concerns, which are either existing or may be set up in future. The decision of the Company in this regard shall be final and binding on you.

5. Remuneration

5.1 Your internship stipend will be Rs.40,000 per month made payable in arrears and subject to all lawful deductions of tax.

5.2 Amazon India has the right to deduct from your stipend any sums which you may owe Amazon India, including without limitation, any over-payments or loans made to you by Amazon India or any demand raised by any judicial or quasi-judicial authority for your acts

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August 31, 2018

Dear Supreetha Bhatt,

OT Privacy Software Private Limited is pleased to offer you employment as a Software Developer on the following terms:

1. Duties. As a Software Developer, you agree to devote the whole of your professional time, attention and energy to the performance of these duties and not, directly or indirectly, to consult with, advice, work for or have any interest in any competing business or pursuit during this employment that creates a conflict of interest

2. Remuneration Package: Annual Fixed Compensation: You are being offered a Total Annual Fixed Compensation (inclusive of standard company benefits) of **Rs.** 600,000 *(Rupees. Six Hundred Thousand only) Please* refer Annexure 1 for details. You are liable to pay all taxes and liabilities as required under Indian Tax Law. With the exception of the obligation to withhold taxes from your remuneration, the Company assumes no responsibility for your personal tax affairs.

3. Benefits: You will be eligible for a Group Health Insurance policy and Group Personal Accident Insurance policy as per the existing policy which would be explained to you at the time of on-boarding

Leave: You are entitled for '15' vacation days and '5' sick leaves per year.

Expenses : Any reasonable travel and out of pocket expenses wholly and necessarily incurred on Company business will be reimbursed to you in line with OT Privacy Software Private Limited expenses policy in force from time to time.

Health & Safety: You are responsible for taking reasonable care for health & safety of yourself and other persons who may be affected by your acts at work. You are also responsible for complying with all enactments, regulations and Company rules in this respect.

4. Working Hours: The normal expected standard working hours are 9.30 am to 6.30 pm from Monday to Friday. However, there may be occasions where you may be required to work beyond these hours and you are expected to cooperate accordingly. Your salary includes compensation for any such additional hours

5. Position: As a Software Developer you will be to carry out, but not limited to, following activities:

- You will be based out of our Bangalore office
- Your job may require you to travel both in India and abroad
- Contribute in all phases of the development lifecycle for our application suite
- Enhance existing applications to meet business and development requirements.
- Ensure quality by using industry accepted best practices for development.

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Supreetha Bhatt August 31, 2018

Employee Confidentiality & Intellectual Property Agreement

As a condition of my employment with **OT Privacy Software Private Limited**, its subsidiaries, affiliates, successors or assigns (together "the Company"), and in consideration of my employment with the Company effective July 1, 2019 and my receipt of the compensation now and hereafter paid to me by Company, I agree to the following:

NONDISCLOSURE of CONFIDENTIAL INFORMATION

1. Company Information: I agree at all times during the term of my employment and thereafter, to hold in strictest confidence, and not to use, except for the benefit of the Company, or to disclose to any person, firm or corporation without written authorization from one of the directors of the company, any Confidential Information of the Company. I understand that "Confidential Information" means any Company proprietary information, technical data, trade secrets or know-how, including but not limited to: research, product plans, products, services, customer lists and customers (including but not limited to: customers of the Company on whom I called or with whom I became acquainted during the term of my employment), markets, software, developments, inventions, processes, formulas, technology, designs, drawings, engineering, hardware configuration information, marketing, finances and other business information disclosed to me by the Company either directly or indirectly in writing, orally or by drawings or observation of parts or equipment. I further understand that Confidential Information does not include any of the foregoing items which has become publicly known and made generally available through no wrongful act of mine or of others who were under confidentiality obligations as to the item or items involved.

2. Company Property: All documents, software code, development artefacts, inventions, processes, formulas, technology, designs, drawings, engineering, hardware configuration information, marketing, finances and other business information correspondence, and/or other materials developed by employee while employed by Company shall be the sole and exclusive property of Company, its successors and assigns. Employee hereby assigns and grants to Company and Company hereby accepts from Employee, all of Employee's right, title and interest to the Contract Work, including, but not limited to, work which is subject to copyright under the Indian Copyright Act

3. Former Employer Information: I agree that I will not, during my employment with the Company, improperly use or disclose any proprietary information or trade secrets of any former or concurrent employer or other person or entity and that I will not bring onto the premises of the Company any unpublished document or proprietary information belonging to any such employer, person or entity unless consented to in writing by such employer, person, or entity.

4. Third Party Information: I recognize that the Company has received and in the future will receive from third parties their confidential or proprietary information subject to a duty on the Company's part to maintain the confidentiality of such information and to

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use it only for certain limited purposes. I agree to hold all such confidential or proprietary information in the strictest confidence and not to disclose it to any person, firm, or corporation or to use it except as necessary in carrying out my work for the Company consistent with the Company's agreement with such third party.

Supreetha Bhatt August 31, 2018

RETURNING COMPANY DOCUMENTS

I agree that, at the time of leaving the employ of the Company, I will deliver to the Company (and will not keep in my possession, recreate or deliver to anyone else) any and all devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings blueprints, sketches, materials, equipment, other documents or property, or reproductions of any aforementioned items developed by me pursuant to my employment with the Company or otherwise belonging to the Company, its successors, or assigns.

REPRESENTATIONS

I agree to execute any proper oath or verify any proper document required to carry out the terms of this Agreement. I represent that my performance of all the terms of this Agreement will not breach any agreement to keep in confidence proprietary information acquired by me in confidence or in trust

prior to my employment by the Company. I have not entered into, and I agree I will not enter into, any

oral or written agreement in conflict herewith.

EQUITABLE REMEDIES

I agree that it would be impossible or inadequate to measure and calculate the Company's damages from any breach of the covenants set forth in this Agreement. Accordingly, I agree that if I breach any of these covenants, the Company will have available, in addition to any other right or remedy available, the right to obtain an injunction from a court of competent jurisdiction restraining such breach or threatened breach and to specific performance of any such provision of this Agreement. I further agree that no bond or other security shall be required in obtaining such equitable relief and I hereby consent to the issuance of such injunction and to the ordering of specific performance.

GENERAL PROVISIONS

1. Entire Agreement: This Agreement sets forth the entire agreement and understanding between the Company and me relating to the subject matter herein and merges all prior discussions between us. No modification of or amendment to this agreement, nor any waiver of any rights under this agreement, will be effective unless in writing signed by the party to be charged. Any subsequent change or changes in my duties, salary or compensation will not affect the validity or scope of this Agreement.

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2. Severability: If one or more of the provisions in this Agreement are deemed void by law, then the remaining provisions will continue in full force and effect.

3. Successors and Assigns: This Agreement will be binding upon my heirs, executors, administrators, and other legal representatives and will be for the benefit of the Company, its successors, and its assigns.

Supretha S Bhatt	SupresthaSBhatt	4/9/18
Print Name	Signature	Date

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- Communicate with technical architects on technical aspects and business analysts on functional requirements.
- Continuous learn new technologies / methodologies and build domain expertise for the privacy industry
- The Software Developer will play an instrumental role in new product development, innovation and brainstorming sessions, rapid prototyping of digital applications and services
- Ensure adherence to best development practices – Coding Standards, Unit Tests, Design Principles
- Design quick prototypes in both low and high fidelity as well as take successful prototypes to a more structured design process

- **Probation and Confirmation:**

You will be on probation for a period of 6 months from the date of joining duty. However there will be an interim review after completion of 3 months. Your performance will be evaluated during the interim review to assess your potential for continued employment. During this period if the management is not satisfied with your work and conduct, your services are liable to be terminated with two weeks' notice period. However the Management reserves the right to fix the last working day which can be on or before the completion of the notice period, based on the deliverables. After assessment of your work we will either confirm your employment or extend your probation for 3 more months. On confirmation as a regular employee, you will be required to give one month's notice in case you decide to leave our services subject to the Company's discretion. Similarly; the Company can terminate your services by giving one month's notice. The Company may terminate your services immediately on disciplinary grounds.

6. Separation with no Cause. For separation with no Cause, either party may give notice of separation of employment at any time, subject to one month's notice in writing. Following any termination of the period of Employment, you shall fully co-operate with the Company in all matters relating to the winding up of pending work on behalf of the Company and the orderly transfer of work to other employees of the Company. You agree that all property, including, without limitation, all equipment, tangible proprietary information documents, books, records, reports, notes, contracts, lists, computer disks (and other
computer-generated files and data) and copies thereof, created on any medium and furnished to, obtained by, or prepared by you in the course of or incident to your Employment, belongs to the Company and shall be returned promptly to the Company upon termination of the period of Employment.

7. Separation for Cause. At any time, by notice to you specifying the reason for termination, the Company may terminate your employment for cause (as defined below): The Company shall pay you all compensation then due and owing, together with accrued vacation pay and benefits prior to the date of termination and any variable performance pay that has accrued or been declared but that has not yet been paid. Termination for "cause" means the failure on your part to properly carry out your duties after notice by the Company of the failure to do so and an opportunity for you to correct the same within a reasonable time from the date of receipt of such notice, conviction for theft, fraud or another serious crime by a court of competent jurisdiction, or dishonesty or gross, willful and persistent misconduct by you involving the property, business or affairs of the Company or the carrying out of your duties

8. Modification. The terms of this letter of agreement between you and the Company may be amended only by an agreement in writing signed by you and the Company.

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9. Voluntary Agreement. You represent and agree that you have reviewed all aspects of the terms set forth in this letter, have carefully read and fully understand all of its provisions, have had the opportunity to review any and all of its aspects with legal, tax or other advisors of your choice, and, by your signature below, are voluntarily entering into this agreement with the Company.

10. Pre-Joining requirements: On the date of joining, please submit the following documents: -

- Three passport size photographs
- Copies of all educational certificates
- Relieving letter from previous employers
- Experience certificate from other previous employers
- Proof of date of birth & permanent address
- Last salary slip / Proof of last salary drawn

- Form 16, if paying tax previously
- Photo ID Proof (Pan Card)
- All utilized pages of your passport (In case you do not have please apply for the same)

Date of reporting: We hope that you find the foregoing terms acceptable. Please indicate your agreement with these terms and accept this offer by signing and dating the enclosed duplicate original of this letter and returning them to us.

You are required to report to the office of **OT Privacy Software Private Limited** on or before July 1, 2019.

The terms of this offer are strictly confidential between you and **OT Privacy Software Private Limited**

Please do confirm your acceptance of this offer. You will be governed by the rules, regulations and policies of the Company as applicable to you.

All the benefits as per the Company's polices, which are subjected to change from time to time.

We look forward to welcoming you to OT Privacy Software Private Limited and we are confident that you will make an important contribution to our growth and development, while enriching and taking your own career forward at a rapid pace.

If you should wish to clarify any aspects of this offer, please do not hesitate to contact me.

Sincerely,

Hemanth Kumar

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Human Resources
OT Privacy Software Private Limited

Annexure 1

Compensation Break up

Name: Supreetha Bhatt
Designation: Software Developer

Components	Annual CTC	Monthly CTC
BASIC	300,000	25,000
HRA	120,000	10,000
Conveyance Allowance	19,200	1,600
Medical Allowance	15,000	1,250
Employer PF contribution	36,000	3,000
Other Allowance	109,800	9,150
Total CTC	600,000	50,000

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Note:

The above are subject to applicable taxes as per the Indian Income tax guidelines. All other terms and conditions of your appointment, not specifically altered by this letter, remain unchanged. Your compensation is personal & confidential to you. Sharing/discussing the same with anybody other than the designated authority is not permitted.

By Signing and dating this letter below, I, Supreetha S Bhatt, accept the job offer of

Software Developer by **OT Privacy Software Private Limited**

Signature: SupreethaSBhatt

Date: 4th September 2018

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

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Conflict of Interest

OT Privacy Software Private Limited, (hereafter referred to as "the Company"), employees have an obligation to promote and act in the best interest of the Company at all times. The Company employees should avoid any action which may involve a conflict of interest with the Company.

The Company recognizes and respects that directors, officers and employees may take part in legitimate financial, business and other activities outside their jobs. However, those activities must be lawful and free of conflicts with their responsibilities as <Company> directors, officers and employees and to act in the best interest of <Company>.

Employees must also avoid apparent conflicts of interest, which occur where a reasonable observer might assume there is a conflict of interest and, therefore, a loss of objectivity in their dealings on behalf of the Company. If you have any questions whether your action could be construed as a conflict of interest or not, you must discuss it with your manager.

What you are expected to do as the Company's director, officer or employee:

Disclose your outside business activities, financial interests or relationships that may present a possible conflict of interest or the appearance of a conflict, especially where your financial interest in a company could affect the Company's business with that company. Make your disclosures in writing to your supervisor. In particular:

(1) Obtain necessary approvals from the Company before accepting a position as an officer or director of an outside business which is not affiliated with the Company.
(2) Obtain the approval of your supervisor when accepting a board position with a not-for-profit entity, when there may be Company's business relationship with the entity or an expectation of financial or other support from the Company.
(3) Do not take another job, full-time, part-time or as a contractor without prior disclosure to and approval by your manager. No position should be accepted where you may be tempted or expected to spend time on that job during your normal Company working hours or use the Company's resources and property.
(4) Do not, without the express written consent of the Company, directly or indirectly (as a director, officer, employee, manager, consultant, independent contractor, advisor or otherwise), engage in competition with, or own any interest in, perform any services for, or otherwise participate in any business or organization which engages in competition with the Company or any subsidiary thereof.

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Avoid actions or relationships which might conflict or appear to conflict with your job responsibilities or the interests of the Company. Conflicting situations may include but are not limited to:

(1) Receiving Gifts:

In order to avoid a conflict of interest, an employee's decision to give or receive a gift must be made in the best interest of the Company. In reaching business decisions, an employee should not be influenced by the acceptance of gifts from a current or prospective customer, vendor, partner, etc. The Company may view the receipt of such gifts as inappropriate. If you have any questions about the appropriateness of a gift, please ask your manager or the legal department prior to acceptance. Likewise, it is inappropriate to offer a gift to a current or prospective customer, vendor, partner without prior approval from your manager and the legal department.

What constitutes a "gift"? Gifts include any tangible item or service/activity including tickets to sporting events or other entertainment that could lead to the creation of an obligation, perceived or actual.

Gifts of nominal value ($25), especially sales novelty items or other items generally regarded as advertising specialties on which the supplier's name typically appears are generally acceptable.

(2) Employment of Relatives:

If you and members of your family are employed by the Company, one may not supervise the other without permission from your direct supervisor. Family members include the employee's spouse, child, parent, parent-in-law, grandparent, grandchild, son/daughter-in-law, step-parent, sibling, sibling-in-law, child of the employee's spouse or domestic partner, and any relative living in the household of the employee. Should two employees who work together or supervise each other enter into a personal, non-work related relationship, the relationship must be reported to Human Resources immediately. One or both employees may have to be transferred. Failure to report to Human Resources may lead to further disciplinary action.

For purposes of this policy, a personal relationship is a relationship of a romantic or intimate nature or of a character that could result in an allegation of conflict of interest or inappropriate behavior. Employees should err on the side of disclosure as openness helps to avoid future misunderstandings.

(3) Promotion of Outside Business:

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Do not promote or assist an outside business or not-for-profit activity using your Company's position, such as by directing business to a supplier that is owned or managed by a relative or close friend.

Supreetha Bhatt

Name	Signature	Date
	Supreetha S Bhatt	4/9/19

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SERIALNUMBER=09c71c7430050d3d90bf7df0ea45d76c824ff43c67a408058fdf41420957ae, S=Karnataka, PostalCode=570006, Phone=6c62dc6a97e4c1a62f987d1dd89ff89c15c36e9252e3ca1b465469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND TECHNOLOGY UNIVERSITY, C=IN
02.02.2024 22:35

ACCOLITE
Only the best technical minds

CONFIDENTIAL

Date: 18th December 2018

Sushma Gollapudi

Subject: Offer of Internship

Dear Sushma,

Based on our recent discussions, we are pleased to offer you an Internship with Accolite Software India Pvt. Ltd. The internship is a significant experience in the course of your developing into a qualified professional. Therefore we do hope you will use this opportunity to add value mutually to and from the organization.

The details of your internship with us are as follows: -

1. Date of Joining: 3rd January 2019
2. Duration: 3rd January 2019– 1st June 2019
3. Location: Bangalore
4. Stipend: INR 20,000 per month

Probation:
You shall initially be under probation for a 30-day period from the date of joining our service. The Company reserves the right to terminate your internship at any time during your probation. You will be required to give 15 days' notice in writing to Accolite in case you wish to resign / leave the services. In the event of your failing to give notice as stated herein above, Accolite may deduct from the dues payable to you. The decision of Accolite Management in this regard will be final and binding on you. On satisfactory completion of your probation, your Appointment to Internship will be deemed confirmed. Accolite reserves the right to confirm your appointment to internship and terminate this even before the expiry of the said 30-day period.

During your internship, you will be required to comply with the Company's rules, regulations and such other practices, systems, procedures and policies that the Company communicates to you, all of which may, from time to time, be added, amended and/or terminated by the Company at its discretion. You will be paid the specified Compensation (less required deductions and withholdings) at the end of each month.

This letter of offer shall not be constructed as creating or evidencing any separate or independent obligation of the Company or any other person or entity to hire or to retain you as its employee, consultant or otherwise for any specified period of time or to assign to you any particular duties or responsibilities. Your performance will be reviewed from time to time during your internship. The Company reserves the right to terminate your internship at any time, if it not satisfied with the quality of services rendered by you. In case you wish to resign / leave the services, you will be required to give 15 days' notice in writing to Accolite. In the event of your failing to give notice as stated herein above, Accolite may deduct from the dues payable to you. The decision of Accolite Management in this regard will be final and binding on you.

Signature Not Verified
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02.02.2024 22:35

You shall maintain total secrecy with regard to any confidential information pertaining to the Company and its customers and you shall not divulge it either during the internship or at any point following the internship unless you are authorized to do so in writing by the Company. In exchange for this internship, you agree that all work and Intellectual Property produced during your internship belongs to the Company. Additionally, as a pre-requisite for your internship, you will be required to sign the Company's Non-Disclosure Agreement ("Agreement") on the start date of your Internship, and in the event of any conflict between this letter and the Agreement, the Agreement shall apply.

On joining, you are requested to please provide copies of the following documents, as and where applicable:

a) Certificates of educational qualifications

b) 2 passport size photographs in color

c) PAN Card copy

d) ID Proof (DL or Aadhaar Card or Voter ID Card)

We welcome you once again to Accolite Software India Pvt. Ltd. and sincerely wish you a rich and rewarding career.

Warm regards,

Venkat Bobba
Associate Director, Operations,
Accolite Software India Pvt. Ltd

Kindly return a copy of this letter duly countersigned by you on each page in acceptance of the terms and conditions set out herein.

Signed: _____

Signature Not Verified
Digitally signed by ACCOLITE SOFTWARE (INDIA) PRIVATE LIMITED
02.02.2024 22:35
JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

Name - Sushma Gollapudi

USN - 4JC15CS118

Branch - CSE

Signature Not Verified

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02.02.2024 22:35

ACCOLITE
Only the best technical minds

CONFIDENTIAL – OFFER OF EMPLOYMENT

Sushma Gollapudi

16 April 2019

Dear **Sushma,**

Accolite Software India Private Limited is pleased to extend you an offer for a full-time employment position as a **Software Engineer**. Your annual CTC will be **INR 8,00,000/-** and we would like to have you begin working with us on **10 June 2019,** or on a mutually agreed upon date.

Please see the employment terms and conditions noted in this letter and the annexure for details related to your compensation structure. Once you have reviewed the letter in full, please sign each page of this letter in acceptance of the employment terms and conditions.

We very much look forward to welcoming you to Accolite.

Warm regards,

Venkat Bobba
Associate Director, Operations
Accolite Software India Pvt. Ltd

JSS SCIENCE AND TECHNOLOGY UNIVERSITY

Signature _____

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02.02.2024 22:35

Accolite Software India Private Limited, (Hereinafter, "Accolite")

Employment Terms and Conditions

1. Compensation and Benefits:

Your annual fixed compensation would be **INR 7,20,636/-.** The fixed compensation would comprise Basic, House Rent Allowance, Conveyance, Special Allowance & Flexible Benefits (Refer Annexure).

Your compensation is subject to Tax deductions by Accolite as per the prevailing income tax regulations. In addition to your Compensation, you are entitled to other benefits in accordance with prevailing benefit policies. These would include Privilege Leave, Casual Leave, Gratuity, Medical & Personal Accident Insurance etc.

A. Variable Pay: Additionally, based on your performance and/or other business metrics which may be notified to you from time to time in accordance with the applicable appraisal and performance review policy and rules, you may be entitled to a variable pay which will be paid out to you on an annual basis in sync with our performance appraisal cycle (July-June). variable payout can range from 0% (INR 0) to 12**% (INR 43,238/-)** of annualized basic salary.

The variable pay is not guaranteed. You, hereby acknowledge variable pay is payable only upon achievement of the said performance and/or business metrics and therefore the management enjoys an absolute right in the matters of awarding the variable pay. You are eligible for variable pay if you are in continuous service with Accolite for a minimum period of six (6) months and remain an active employee on the date this payment is made. In the event, you decide to separate from Accolite or serving your notice period, before this variable pay is paid out, you would not be eligible to receive the variable pay.

B. Tenure Bonus: You will be entitled for a Tenure bonus of INR 2,00,000. This tenure bonus will be paid to you in half yearly installments. The first installment of INR 50,000 would be paid after your successful completion of Accolite University 2019. Thereafter, the tenure bonus would continue to be paid out every half yearly until the entire bonus of INR 2,00,000 has been paid.

In the event that you resign and separate from Accolite within two years of the date of payment of the first installment of the tenure bonus, you shall be liable to repay to Accolite the full amount that Accolite had paid as your tenure bonus and also it shall be deemed that you forego the rest of the tenure bonus that would have accrued to you otherwise.

Your compensation is subject to Tax deductions by Accolite as per the prevailing income tax regulations. In addition to your Compensation, you are entitled to other benefits in accordance with prevailing benefit policies. These would include Privilege Leave, Casual Leave, Gratuity, Medical & Personal Accident Insurance etc.

2. Date of Joining:

If you accept this offer before the stipulated date you must report on duty and commence your job not later than **10 June 2019.** In case you do not report on the agreed upon date, Accolite may deem that you have declined this offer.

3. Place of Posting & Transfers:

You would initially be assigned to any of Accolite's India locations namely **Bangalore, Delhi, Hyderabad, Chennai** or **Mumbai**. The reporting location would be informed to you before joining. However, Accolite, at its discretion can transfer you to any of its subsidiary or affiliate company or client offices in India or overseas. In such cases, your employment may be governed by the terms and conditions applicable at the new location / company.

4. Probation:

You shall initially be under probation for a period which ordinarily lasts for Ninety (90) days from the date of joining our service. At any time during your probationary period your services may be terminated by Accolite, by giving 15 days' notice in writing or Gross Salary in lieu thereof without assigning any reason.

Signature _____

Signature Not Verified

Similarly, you will be required to give 90 days' notice in writing or 90 days Gross Salary in lieu therefore to Accolite in case you wish to resign / leave the services. In the event of your failing to give notice or tendering 90 days Gross Salary in lieu thereof as stated herein above, Accolite may deduct the same from the dues payable to you. The decision of Accolite Management in this regard will be final and binding on you. On satisfactory completion of your probation, your Appointment will be confirmed in writing. Accolite reserves the right to confirm your appointment and terminate this even before the expiry of the said 90-day period.

Your Probationary period shall be deemed to have been extended even though no intimation is given to you in writing to that effect for such period till you are confirmed by order in writing.

It is hereby clarified that during the probation period, Clause 11 of this offer shall not be applicable for your association with Accolite and your separation from Accolite during the said probation period shall be on the terms mentioned in this clause only.

5. Conduct to be in accordance with Accolite Rules, Regulations, Policies:

During your employment with Accolite, you shall be governed by Accolite Rules, Regulations and/or Policies that may be in force from time to time. It is deemed that you have notice of all the rules, regulations and policies and any amendments thereof when they are communicated to you via email or any other channel or is placed in a web or intranet resource that is commonly accessible to all employees such as an employee portal or a hub.

6. Confidentiality:

The position held by you would be of a strictly confidential nature.

You shall not disclose to any unauthorized person, either during or after your employment with Accolite, any information about the interest or business of Accolite or any affiliated companies. You shall not communicate to any public papers, journals, pamphlets or leaflets, or cause to be disclosed at any time, any information, data or documents, official or otherwise, relating to Accolite except with the prior written consent of an authorized officer of Accolite. Any invention, development, process, adaptation or improvement in procedure or other matters or work including any artistic, literary or other work which can be the subject matter of copyright rights whatsoever, made, developed or discovered by you either alone or jointly with any other person or persons while in employment of Accolite, in connection with or in any way affecting or relating to the business of Accolite or capable of being used or adapted for use therein or in connection therewith shall forthwith be disclosed to Accolite and shall belong to and be the absolute property of Accolite.

You will not during your employment with Accolite or at any time thereafter, divulge or make known any information in any way whatsoever relating to Accolite or its business or of its customer and/or any other information, secret processes of data and material, which may come to your knowledge during the course of your employment. You will always maintain strict secrecy regarding any technical information or any other information gained or acquired or imparted to you in the course of your employment.

You hereby confirm that you have disclosed, fully to Accolite, all of your business, interests whether or not they are similar to or in conflict with the businesses or activities of Accolite and all circumstances in respect of which there is or there might be, a conflict of interest between Accolite and you or any immediate relative or associate. You agree to disclose, fully to Accolite, any such interest or circumstances that may arise during your employment immediately upon such interest or circumstances arriving. Upon separating your employment with Accolite, you shall forthwith return to Accolite all the assets and property of Accolite (including any leased properties), documents, files, books, papers, memos or any other property of Accolite in your possession or under you.

Signature _____

Signature Not Verified

7. Conflict of Interest / Non-Compete:

Your position with Accolite calls for your whole-time employment and you will devote yourself exclusively to the business of Accolite. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity or be interested directly or indirectly in any other trade of business, without the written permission from Accolite.

You agree that during your engagement to perform services hereunder and, for two years thereafter, you will not provide to any Client for whom Accolite has contracted your services or any contractor of any such Client, or solicit or offer to provide to any such Client or any contractor of any such Client, any software, services, or other products related to your services, whether directly or indirectly.

You also agree that you will not solicit any Accolite employees or contractors, either directly or indirectly, for any employment or other opportunities outside of Accolite, for a period of two years after termination of your employment with Accolite. You further agree that during the term of this Agreement, and for a period of two (2) years thereafter, you shall not, directly or indirectly, provide any services to or for a competitor of utilize, technology that infringes Accolite intellectual property or would involve an inevitable disclosure of Accolite trade secrets.

8. Background Inquires:

The offer of employment is subject to satisfactory reference and background checks to be conducted by Accolite or through designated third parties. In the event of your joining Accolite or during the period of your employment contract with Accolite, in case of any unsuccessful reference checks, material information that may have been concealed, misrepresented or falsified by you at or before the time of this offer, Accolite reserves the right to withdraw the offer or terminate your services with immediate effect, without notice.

9. Business Courtesy:

No employee may directly or indirectly accept from or provide to any representative of any organization with which Accolite has a business relationship any gift or favor other than an ordinary business courtesy or social amenity. No employee may solicit any gift or favor. This is viewed very seriously as an abuse of the trust placed by Accolite in the employee and would attract severe disciplinary action from Accolite.

10. Harassment:

Accolite is committed to provide a work environment that is free from all forms of discrimination and conduct that can be considered harassing, coercive, or disruptive, including sexual harassment, actions, words, jokes, or comments based on an individual's sex, race, color, place of origin, age, language, ethnicity, creed, religion, disability or sexual orientation will amount to violation of law and the terms of this agreement, and would attract strict disciplinary action from Accolite, and may also include termination of your services

11. General:

You will keep us informed of any changes to your residential address or civil status. Prior to commencement of your employment, you and Accolite shall together execute an Employment Agreement detailing the terms of your employment. Since you would have access to the confidential information of not only Accolite but also of other affiliated Accolite companies you shall also be obligated to enter into a Confidentiality and Non-Disclosure Agreement which covers the confidential information of such other affiliated companies.

Signature _____

Signature Not Verified

12. Separation at the instance of the employee:

Your employment is "At Will" and you may resign from your position with Accolite by giving a written notice. Such notice is required to be given at least ninety (90) days in advance of your desired date of separation. Accolite may at its discretion waive this notice period for a consideration of a payment by You of the sum of money corresponding to the unserved notice period computed pro-rata on monthly payables (including salary, bonuses etc.) from the company to the employee.

In the event that the request for such waiver is initiated by You and such request has been processed by Accolite and Accolite has communicated the waiver of such notice period and the amount payable to You, You may not revoke such a request for waiver as a matter of right. Such revocation is however possible with mutual consent of Accolite and Your's.

You agree that in the event that you elect to resign from Accolite within one calendar year of your date of joining, your liability to recompensate Accolite may extend cumulatively up to:

a) The tenure bonus actually paid to you from Accolite till the date of resignation, in acknowledgement that the tenure bonus is consideration in lieu of your promise to be employed with Accolite for at least a year;

b) The expenditure incurred by Accolite on account of your Accolite University graduation, capped at INR 1,50,000. Although the said investment in terms of your training, accommodation, leadership time and the emotional and professional investment from senior employees and peers is unquantifiable, it has been capped to your advantage for the purposes of this agreement; and

c) Payables on account of unserved notice period.

A full and final statement of any sums owed to you from Accolite or any sums owed from you to Accolite shall be provided before your date of separation. You agree that you shall deposit any sums owed, if any, to Accolite within 30 days of receiving such a statement from Accolite. Reciprocally, Accolite promises to pay any sums owed to you, if any, within 30 days of issuing such statement.

13. Termination:

A. Your employment may be terminated by Accolite by providing a 90 day written notice. Such termination may be with or without cause.

B. However, in the case of a termination with cause such as any or all, of proven indiscipline; unprofessional conduct; and consistent below-par performance; Accolite may terminate your employment from such date as it may deem fit without advance notice and without compensating for the un-expired period of notice.

On acceptance of the separation notice, before you are relieved, you shall hand over to Accolite all the information and data of Accolite including, but not limited to, correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings and you shall not use, reproduce or retain any copies of these items.

Signature _____

Signature Not Verified

14. Age of Retirement:

You will retire from the services of the company on the last date of the month in which you reach the age of sixty. The date of birth as recorded at the time of employment will be reckoned for this purpose. .

15. On joining, you are requested to please provide copies of the following documents, as and where applicable:

a. Relieving letter from your current employer

b. Salary details of your current employment

c. Letter(s) supporting prior work experience

d. Certificates of educational qualifications

e. Tax Summary sheet (or latest Form 16) as applicable from your current employer

f. 6 passport size photographs in color.

g. PAN Card

Signature _____

Signature Not Verified

SOKKALINGAM ARUNKUMAR DHANARAJ
Serial Number: 5dc71a2050c[illegible]c824ff
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ANNEXURE - COMPENSATION STRUCTURE	INR
Monthly Components	
Basic salary	30,026.48
House Rent Allowance	12,010.59
Special Allowance	5,799
Flexible Basket	10,416.67
Total Gross Monthly Cost (A)	**58,252.97**
Total Gross Monthly Cost - Annualized (B)	**6,99,035.58**

Annual Components	
Provident fund	21,600.00
Health Insurance Premium	18,475.00
Personal Accident Insurance Premium	320.00
Gratuity	17,331.29
Total: Annual (C)	**57,726.29**

Other Components	
Variable Pay	43,238.13
Total - Other Components (D)	43,238.13

Total Annual Cost to Company (B)+(C)+(D)	**8,00,000.00**

SOCIAL SECURITY & HEALTH BENEFITS [As Per Schemes]	
Hospitalization cost / Reimbursement Limit	3,00,000.00
Personal Accident Insurance Coverage	10,00,000.00

ANNUAL FLEXIBLE BASKET COMPONENTS - Not to Exceed	1,25,000.00
Food Coupons	26,400.00
Children Education Allowance	2,400.00
Leave Travel Allowance	60,052.97
Fuel Reimbursement and Car Maintenance Charges	44,400.00
Telephone and Internet Bills Reimbursement	36,000.00

Signature Not Verified
SOKKALINGAM ARUMUGAM DHANARAJ
Date: 17 Jan 2024 22:5

Employee has an option to avail all, some or none of the flexible basket various components.
Based on the Individual declaration and actual reimbursements, any unclaimed amount will be paid to the individual as special allowance.

Please check with HR team for more details.

Note:
Medical expenses against submission of bills
TDS deduction done based on savings document submission

Signature _____

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TECHNOLOGY UNIVERSITY, C=IN

02.02.2024 22:35

Name - Sushma Kallapur
USN - 4JC15CS118
Branch - CSE

ACCOLITE
Only the best technical minds

CONFIDENTIAL

Date: 18th December 2018

Sushma Gollapudi

Subject: Offer of Internship

Dear Sushma,

Based on our recent discussions, we are pleased to offer you an Internship with Accolite Software India Pvt. Ltd. The internship is a significant experience in the course of your developing into a qualified professional. Therefore we do hope you will use this opportunity to add value mutually to and from the organization.

The details of your internship with us are as follows: -

1. Date of Joining: 3rd January 2019
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4. Stipend: INR 20,000 per month

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JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

Signature Not Verified

SOWMYA NAGARAJ PARAMESHWARA NARAYANA SETTY (K) Digitally signed by SOWMYA NAGARAJ PARAMESHWARA NARAYANA SETTY (K)
43c67a4080fdf41420957ae5, S=Karnataka, PostalCode=570006, STREET=#1 JSS TECHNICAL INSTITUTIONS CAMPUS, O=JSS SCIENCE AND TECHNOLOGY UNIVERSITY, C=IN
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On joining, you are requested to please provide copies of the following documents, as and where applicable:

a) Certificates of educational qualifications

b) 2 passport size photographs in color

c) PAN Card copy

d) ID Proof (DL or Aadhaar Card or Voter ID Card)

We welcome you once again to Accolite Software India Pvt. Ltd. and sincerely wish you a rich and rewarding career.

Warm regards,

Venkat Bobba
Associate Director, Operations,
Accolite Software India Pvt. Ltd

Kindly return a copy of this letter duly countersigned by you on each page in acceptance of the terms and conditions set out herein.

Signed: _____

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

Signature Not Verified

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02.02.2024 22:35

~~Name 4JC15CS046~~

~~BUSN~~

Name - Sporthi M

USN - 4JC15CS109

Branch - CSE

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ACCOLITE
Only the best technical minds

CONFIDENTIAL – OFFER OF EMPLOYMENT

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16 April 2019

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Venkat Bobba
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Accolite Software India Pvt. Ltd

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Signature _____

Accolite Software India Private Limited, (Hereinafter, "Accolite")

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The variable pay is not guaranteed. You, hereby acknowledge variable pay is payable only upon achievement of the said performance and/or business metrics and therefore the management enjoys an absolute right in the matters of awarding the variable pay. You are eligible for variable pay if you are in continuous service with Accolite for a minimum period of six (6) months and remain an active employee on the date this payment is made. In the event, you decide to separate from Accolite or serving your notice period, before this variable pay is paid out, you would not be eligible to receive the variable pay.

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In the event that you resign and separate from Accolite within two years of the date of payment of the first installment of the tenure bonus, you shall be liable to repay to Accolite the full amount that Accolite had paid as your tenure bonus and also it shall be deemed that you forego the rest of the tenure bonus that would have accrued to you otherwise.

Your compensation is subject to Tax deductions by Accolite as per the prevailing income tax regulations. In addition to your Compensation, you are entitled to other benefits in accordance with prevailing benefit policies. These would include Privilege Leave, Casual Leave, Gratuity, Medical & Personal Accident Insurance etc.

2. Date of Joining:

If you accept this offer before the stipulated date you must report on duty and commence your job not later than **10 June 2019.** In case you do not report on the agreed upon date, Accolite may deem that you have declined this offer.

3. Place of Posting & Transfers:

You would initially be assigned to any of Accolite's India locations namely **Bangalore, Delhi, Hyderabad, Chennai** or **Mumbai**. The reporting location would be informed to you before joining. However, Accolite, at its discretion can transfer you to any of its subsidiary or affiliate company or client offices in India or overseas. In such cases, your employment may be governed by the terms and conditions applicable at the new location / company.

4. Probation:

You shall initially be under probation for a period which ordinarily lasts for Ninety (90) days from the date of joining our service. At any time during your probationary period your services may be terminated by Accolite, by giving 15 days' notice in writing or Gross Salary in lieu thereof without assigning any reason.

Signature _____

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

Signature Not Verified

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Reason: I am the author of this document
Location:
Date: 2019.05.31 17:[illegible]

Accolite Software India Pvt Ltd,
Floor 4, Survey Numbers: 27/1, 27/2, 27/3 and 27/4, Holiday Inn Express & Suites,Road No: 2, Nanakramguda, Gachibowli, Hyderabad - 500032,Email: info@accolite.com www.accolite.com **CIN: U72200AP2009PTC062962**

Similarly, you will be required to give 90 days' notice in writing or 90 days Gross Salary in lieu therefore to Accolite in case you wish to resign / leave the services. In the event of your failing to give notice or tendering 90 days Gross Salary in lieu thereof as stated herein above, Accolite may deduct the same from the dues payable to you. The decision of Accolite Management in this regard will be final and binding on you. On satisfactory completion of your probation, your Appointment will be confirmed in writing. Accolite reserves the right to confirm your appointment and terminate this even before the expiry of the said 90-day period.

Your Probationary period shall be deemed to have been extended even though no intimation is given to you in writing to that effect for such period till you are confirmed by order in writing.

It is hereby clarified that during the probation period, Clause 11 of this offer shall not be applicable for your association with Accolite and your separation from Accolite during the said probation period shall be on the terms mentioned in this clause only.

5. **Conduct to be in accordance with Accolite Rules, Regulations, Policies:**

During your employment with Accolite, you shall be governed by Accolite Rules, Regulations and/or Policies that may be in force from time to time. It is deemed that you have notice of all the rules, regulations and policies and any amendments thereof when they are communicated to you via email or any other channel or is placed in a web or intranet resource that is commonly accessible to all employees such as an employee portal or a hub.

6. **Confidentiality:**

The position held by you would be of a strictly confidential nature.

You shall not disclose to any unauthorized person, either during or after your employment with Accolite, any information about the interest or business of Accolite or any affiliated companies. You shall not communicate to any public papers, journals, pamphlets or leaflets, or cause to be disclosed at any time, any information, data or documents, official or otherwise, relating to Accolite except with the prior written consent of an authorized officer of Accolite. Any invention, development, process, adaptation or improvement in procedure or other matters or work including any artistic, literary or other work which can be the subject matter of copyright rights whatsoever, made, developed or discovered by you either alone or jointly with any other person or persons while in employment of Accolite, in connection with or in any way affecting or relating to the business of Accolite or capable of being used or adapted for use therein or in connection therewith shall forthwith be disclosed to Accolite and shall belong to and be the absolute property of Accolite.

You will not during your employment with Accolite or at any time thereafter, divulge or make known any information in any way whatsoever relating to Accolite or its business or of its customer and/or any other information, secret processes of data and material, which may come to your knowledge during the course of your employment. You will always maintain strict secrecy regarding any technical information or any other information gained or acquired or imparted to you in the course of your employment.

You hereby confirm that you have disclosed, fully to Accolite, all of your business, interests whether or not they are similar to or in conflict with the businesses or activities of Accolite and all circumstances in respect of which there is or there might be, a conflict of interest between Accolite and you or any immediate relative or associate. You agree to disclose, fully to Accolite, any such interest or circumstances that may arise during your employment immediately upon such interest or circumstances arriving. Upon separating your employment with Accolite, you shall forthwith return to Accolite all the assets and property of Accolite (including any leased properties), documents, files, books, papers, memos or any other property of Accolite in your possession or under you.

Signature _____

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Location:
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7. **Conflict of Interest / Non-Compete:**

Your position with Accolite calls for your whole-time employment and you will devote yourself exclusively to the business of Accolite. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity or be interested directly or indirectly in any other trade of business, without the written permission from Accolite.

You agree that during your engagement to perform services hereunder and, for two years thereafter, you will not provide to any Client for whom Accolite has contracted your services or any contractor of any such Client, or solicit or offer to provide to any such Client or any contractor of any such Client, any software, services, or other products related to your services, whether directly or indirectly.

You also agree that you will not solicit any Accolite employees or contractors, either directly or indirectly, for any employment or other opportunities outside of Accolite, for a period of two years after termination of your employment with Accolite. You further agree that during the term of this Agreement, and for a period of two (2) years thereafter, you shall not, directly or indirectly, provide any services to or for a competitor of utilize, technology that infringes Accolite intellectual property or would involve an inevitable disclosure of Accolite trade secrets.

8. **Background Inquires:**

The offer of employment is subject to satisfactory reference and background checks to be conducted by Accolite or through designated third parties. In the event of your joining Accolite or during the period of your employment contract with Accolite, in case of any unsuccessful reference checks, material information that may have been concealed, misrepresented or falsified by you at or before the time of this offer, Accolite reserves the right to withdraw the offer or terminate your services with immediate effect, without notice.

9. **Business Courtesy:**

No employee may directly or indirectly accept from or provide to any representative of any organization with which Accolite has a business relationship any gift or favor other than an ordinary business courtesy or social amenity. No employee may solicit any gift or favor. This is viewed very seriously as an abuse of the trust placed by Accolite in the employee and would attract severe disciplinary action from Accolite.

10. **Harassment:**

Accolite is committed to provide a work environment that is free from all forms of discrimination and conduct that can be considered harassing, coercive, or disruptive, including sexual harassment, actions, words, jokes, or comments based on an individual's sex, race, color, place of origin, age, language, ethnicity, creed, religion, disability or sexual orientation will amount to violation of law and the terms of this agreement, and would attract strict disciplinary action from Accolite, and may also include termination of your services

11. **General:**

You will keep us informed of any changes to your residential address or civil status. Prior to commencement of your employment, you and Accolite shall together execute an Employment Agreement detailing the terms of your employment. Since you would have access to the confidential information of not only Accolite but also of other affiliated Accolite companies you shall also be obligated to enter into a Confidentiality and Non-Disclosure Agreement which covers the confidential information of such other affiliated companies.

Signature _____

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Date: 2021.08.27 17:...

Accolite Software India Pvt Ltd,
Floor 4, Survey Numbers: 27/1, 27/2, 27/3 and 27/4, Holiday Inn Express & Suites,Road No: 2, Nanakramguda, Gachibowli, Hyderabad - 500032,Email: info@accolite.com www.accolite.com **CIN: U72200AP2009PTC062962**

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12. Separation at the instance of the employee:

Your employment is "At Will" and you may resign from your position with Accolite by giving a written notice. Such notice is required to be given at least ninety (90) days in advance of your desired date of separation. Accolite may at its discretion waive this notice period for a consideration of a payment by You of the sum of money corresponding to the unserved notice period computed pro-rata on monthly payables (including salary, bonuses etc.) from the company to the employee.

In the event that the request for such waiver is initiated by You and such request has been processed by Accolite and Accolite has communicated the waiver of such notice period and the amount payable to You, You may not revoke such a request for waiver as a matter of right. Such revocation is however possible with mutual consent of Accolite and Your's.

You agree that in the event that you elect to resign from Accolite within one calendar year of your date of joining, your liability to recompensate Accolite may extend cumulatively up to:

a) The tenure bonus actually paid to you from Accolite till the date of resignation, in acknowledgement that the tenure bonus is consideration in lieu of your promise to be employed with Accolite for at least a year;

b) The expenditure incurred by Accolite on account of your Accolite University graduation, capped at INR 1,50,000. Although the said investment in terms of your training, accommodation, leadership time and the emotional and professional investment from senior employees and peers is unquantifiable, it has been capped to your advantage for the purposes of this agreement; and

c) Payables on account of unserved notice period.

A full and final statement of any sums owed to you from Accolite or any sums owed from you to Accolite shall be provided before your date of separation. You agree that you shall deposit any sums owed, if any, to Accolite within 30 days of receiving such a statement from Accolite. Reciprocally, Accolite promises to pay any sums owed to you, if any, within 30 days of issuing such statement.

13. Termination:

A. Your employment may be terminated by Accolite by providing a 90 day written notice. Such termination may be with or without cause.

B. However, in the case of a termination with cause such as any or all, of proven indiscipline; unprofessional conduct; and consistent below-par performance; Accolite may terminate your employment from such date as it may deem fit without advance notice and without compensating for the un-expired period of notice.

On acceptance of the separation notice, before you are relieved, you shall hand over to Accolite all the information and data of Accolite including, but not limited to, correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings and you shall not use, reproduce or retain any copies of these items.

Signature _____

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Reason:
Location:

14. **Age of Retirement:**

You will retire from the services of the company on the last date of the month in which you reach the age of sixty. The date of birth as recorded at the time of employment will be reckoned for this purpose. .

15. **On joining, you are requested to please provide copies of the following documents, as and where applicable:**
    a. Relieving letter from your current employer
    b. Salary details of your current employment
    c. Letter(s) supporting prior work experience
    d. Certificates of educational qualifications
    e. Tax Summary sheet (or latest Form 16) as applicable from your current employer
    f. 6 passport size photographs in color.
    g. PAN Card

Signature _____

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ANNEXURE - COMPENSATION STRUCTURE	INR
Monthly Components	
Basic salary	30,026.48
House Rent Allowance	12,010.59
Special Allowance	5,799
Flexible Basket	10,416.67
Total Gross Monthly Cost (A)	**58,252.97**
Total Gross Monthly Cost - Annualized (B)	**6,99,035.58**

Annual Components	
Provident fund	21,600.00
Health Insurance Premium	18,475.00
Personal Accident Insurance Premium	320.00
Gratuity	17,331.29
Total: Annual (C)	**57,726.29**

Other Components	
Variable Pay	43,238.13
Total - Other Components (D)	43,238.13

Total Annual Cost to Company (B)+(C)+(D)	**8,00,000.00**

SOCIAL SECURITY & HEALTH BENEFITS [As Per Schemes]	
Hospitalization cost / Reimbursement Limit	3,00,000.00
Personal Accident Insurance Coverage	10,00,000.00

ANNUAL FLEXIBLE BASKET COMPONENTS - Not to Exceed	1,25,000.00
Food Coupons	26,400.00
Children Education Allowance	2,400.00
Leave Travel Allowance	60,052.97
Fuel Reimbursement and Car Maintenance Charges	44,400.00
Telephone and Internet Bills Reimbursement	36,000.00

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Reason:
Location:

Employee has an option to avail all, some or none of the flexible basket various components.
Based on the Individual declaration and actual reimbursements, any unclaimed amount will be paid to the individual as special allowance.

Please check with HR team for more details.

Note:
Medical expenses against submission of bills
TDS deduction done based on savings document submission

Signature _____

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Accolite Software India Pvt Ltd,
Floor 4, Survey Numbers: 27/1, 27/2, 27/3 and 27/4, Holiday Inn Express & Suites,Road No: 2, Nanakramguda, Gachibowli, Hyderabad - 500032,Email: info@accolite.com www.accolite.com **CIN: U72200AP2009PTC062962**

Sushmitha Mallesh
4JC15CS119
Computer Science

Internship Training Agreement

This INTERNSHIP TRAINING AGREEMENT ("Agreement") is made as on **14th December 2018**

BY AND BETWEEN:

NI SYSTEMS INDIA PRIVATE LIMITED, being a Company incorporated under the Companies Act, 1956 and having its office at 81/1 and 82/1, Salarpuria Soft zone, B Wing, 5th Floor, A Block, Bellandur, Varthur Hobli, Bangalore- 560037 and the other office at

NI Systems India Pvt Ltd

No.12,Subramanya Arcade,
Tower-B, 5th Floor,
Bannergatta Road,
Bangalore-560029

(Hereinafter referred to as "Company")

Sushmitha Mallesh

AND

(Hereinafter referred to as "Intern")

WHEREAS, Company is engaged in development and supplying of Computer based instrumentation, hardware and software products and Research and Development of Software in India.

WHEREAS, Intern has approached the Company seeking internship for the practical training in Software Engineering and Company has shown its willingness to grant that opportunity to Intern.
NOW THEREFORE, in consideration of the promises and the mutual covenants and agreement herein contained the parties here to agree as follows:

1. Definitions;
   The following terms, as used herein, have the following meanings;
   "Agreement" means, when fully executed by both parties, this part-time Internship Agreement.
   "Effective date" shall mean **7th January 2019** the date upon which this Agreement and Intern's engagement by company commences. "Parties' means collectively the Company and Intern.

2. Period: This training shall be from **7th January 2019 to 30th June 2019** and shall be subject to the right of both the parties to terminate the same in accordance with provisions of this agreement (herein after referred to as "Internship Period").
3. Full Compensation for the services to be rendered to the Intern: Company agrees to pedway or cause to be paid to Intern and Intern agrees to accept, allowance at the rate of **₹25,000 /-** per month for the internship period (the "Fees"),which shall be inclusive of payment towards any account what so ever. The fees shall be paid after deducting applicable taxes as per rules.

4. Responsibility and accountability: Intern shall have the responsibility to carry out duties for efficient and economical operation in the areas, which will be assigned to Intern, during the internship period.

5. Reporting, Location and Working hours: Intern shall report to **Mr. Manoj Mudakavi - Senior Group Manager** of the Company (herein after referred to as the "Mentor") for his training related assignments. Intern will be required to attend office for training purpose during Monday to Friday, in accordance with instructions given by the Mentor. Intern shall obtain training through-out the

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

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internship period under guidance of the Mentor and follow Mentors' instructions. Standard working hours for the Intern would be between 9.00 AM to 6.00 PM during Monday to Friday. In Which may however be subject to change, by the Company. (The Part time intern is required to work on 3 days of the week.) If the intern takes any leave during the internship, the monthly Fees will be deducted accordingly.

6. Record and Property: All records and other properties of Company entrusted or given to Intern for the training will remain properties of Company and Intern agrees to return same to Company and upon expiry of term or termination of Agreement with Intern, for any reason. The intern is instructed to handle such records and properties of the Company with ultimate care and guard from lass or damage.

7. Termination of Internship: This agreement and internship by Company may be terminated.
   a) Voluntary Termination: By either of the parties at any time upon Fifteen (15) days prior written notice ("Voluntary Termination") or
   b) Disability. By Company in the event of Intern's death or disability (as hereinafter defined) during the term of this agreement. For purposes of this Agreement, "Intern's Disability" shall mean the inability of Intern, due to illness, accident or any other physical or mental incapacity, to perform his/her duties in a normal manner for a period of Three (3) consecutive months during the term of this Internship.
   c) Company's Termination :In the event of the Intern committing breach of this agreement or being found guilty of any misconduct or found to have infringed any of the Company's regulations or having disobeyed lawful orders or instructions of the Company or having conducted himself in a manner calculated to bring the Company into disrepute and/or in any manner acting prejudicial to the interests of the company, this agreement may be terminated immediately by the Company without notice and in such case the Intern will have no claim on the Company whatsoever.

8. Inventions, Patents, belong to Company: Intern agrees that he/she will disclose and assign to Company all inventions, developments, improvements or ideas conceived by him/her as a direct result of his engagement by and which pertains to the business of Company during his/her engagement with Company. The said inventions, improvements, developments and ideas shall become and remain the property of Company whether or not patent applications or other governmental filings are made thereon or with respect thereto.

9. Intern's covenants Intern covenants and agrees with Company that:

   a) He/She will, during the internship period perform such duties diligently as may from time to time be specified by the Company and devote his/her whole time and attention to the business of the Company. He/She shall also obey and observe all lawful orders and instructions given to him/her and generally use his/her best endeavors to promote the success of the Company.
   b) He/She shall during the internship period, follow the rules, regulations and code of conduct of the.
   c) He/she will not, during the term of this Agreement or at any time (or for a period of 3 years) thereafter, following his/her termination of Internship with the Company either voluntarily or involuntarily, disclose to any person, firm or corporation, directly or indirectly in competition with Company or alliance partner, any confidential or proprietary information concerning the conduct of the business and affairs of Company , which he/she may have acquired in the course of or as an incident either to his/her engagement hereunder or which he/she may have acquired in the course of or as an incident either to his/her internship hereunder or any part of the business conducted by Company.
   d) Intern agrees and acknowledges that this Agreement is purely for short term training of the intern and intern shall not be entitled to claim any extension of such internship or his/her absorption in employment with the Company.

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10. No waiver by Termination: Termination of engagement hereunder for any reason shall not constitute a waiver of any of the negative covenants or restrictive clauses contained in this Agreement.

11. Waiver : It is also agreed that the failure of Company to demand rigid adherence to one or more or all of the terms of this Agreement, on one or more occasions, shall not be construed as a waiver nor deprive Company of the right thereafter to insist upon strict compliance therewith.

12. Arbitration: Any controversy or claim arising out of or relating to any provision of this Agreement or to the breach hereof, shall be settled by arbitration in Bangalore in accordance with the provisions of the Arbitration and Conciliation Act, 1996 at the time in effect, and judgment upon the award rendered by the arbitrator may be entered in any competent court at Bangalore having jurisdiction or any other court affording said judgment full faith and credit.

13. Notices : No notice, request, consent, approval waiver or other communication under this Agreement shall be effective unless, but any such communication shall be deemed to have been given if, the same is in writing and is mailed by registered or certified mail, postage prepaid, addressed to the parties at the addresses herein noted in this agreement.

14. Assignment : This agreement shall not be assignable by Intern. The terms and conditions of this Agreement shall insure to the benefit of and be binding upon any successor to the business of Company.

15. Enforceability : If any terms, covenant, condition or provision of this Agreement, or the application thereof to any person or circumstances other than those as to which it is held invalid or unenforceable shall not be effected thereby and each term covenant, condition and provision of this Agreement shall be valid and enforced to the fullest extent permitted by law.

16. Counterparts : Wherever herein the singular number is used, the same shall include the plural, and the masculine gender shall include the feminine and the neuter genders, and vice versa, as the context shall required. This Agreement may be executed in several counterparts, each of which shall be an original, but all of such constitute one and the same instrument.

17. CAPTIONS : Captions used herein are inserted for reference purposes only and shall not effect the interpretations or construction of this Agreement.

IN WITNESS WHEREOF, the parties here to have set their hands and seals, or caused these presents to be signed by their company officers and their proper company seal to be hereto affixed, the day, month, and year first above written.

For NI Systems (India) Private Limited

RAJANIKANTH BALARAMAN
R&D BRANCH MANAGER

Sushmita Mallesh
Date :

Place :

Signature Not Verified

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Sushmitha Mallesh
4JC15CS119
Computer Science

ARRIS

RUCKUS™ an ARRIS company

EMPLOYMENT AGREEMENT

05th Mar 2019

Sushmitha Mallesh
#683, 9th B Cross,
Vinaya Marga, Siddartha Nagar,
Mysore- 570011.

Dear Sushmitha,

Congratulations! We are pleased to extend this Employment Agreement to you and welcome you to Ruckus - ARRIS family. Set out below, are the terms and conditions of your employment with Ruckus Wireless Pvt Ltd. ("Company"). Your job-related details are as below:

Job Code	**: EN0621**
Job Title	**: Software Engineer**
Job Level	**: 1**

Further terms and conditions as enumerated hereunder:

1. **Service Date**

   Your effective Date of employment will be mutually agreed date or such date as may be notified in writing by the company

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02.02.2024 22:35

ARRIS

RUCKUS™ an ARRIS company

2. **Annual Base Salary**

Your Annual Base Salary is **INR 7,50,000 /-, (Rupees Seven Lakh Fifty Thousand Only)**

Salary Structure (Non - Sales)		
Categories	**Component**	**INR (Per Annum)**
(A) Basic	Basic (Fixed @ 40%)	300000
(B) Flexible Allowances	House Rent Allowance - HRA (@50% of Basic)	150000
	Special Allowance (Balance of Annual Base Salary)	159000
	Leave Travel Allowance – LTA (Up to 35% of Basic)	105000
(C) Retirals	Provident Fund - Employer Contribution (as per PF rules)	36000
Annual Base Salary (ABS) = A + B + C		**750000**

CTC may be amended from time to time by the Company at it sole discretion. Salaries are normally paid by direct transfer to your bank account in accordance with the Company's normal Payroll Procedures.

3. **Other allowances and benefits**

Other annual allowances, reimbursements and benefits as applicable to you are described in **Annexure A** to this letter.

Female employees (only) are entitled to statutory maternity benefits as provided under **Annexure B** to this letter.

You agree that any bonus payments linked with production/productivity or other compensation paid to you by the Company will be in lieu of any bonus required to be paid to you under the applicable legislation in India.

4. **Retirement benefit – Provident Fund**

12% of your Basic salary will be contributed by the Company towards the approved Provident Fund scheme. Equal contribution by you is mandatory. You will have the option to increase your contribution to the Provident Fund through the Voluntary Provident Fund scheme ("VPF").

5. **Income Tax**

Your Basic salary and all other allowances will be subject to applicable income tax according to the Income Tax Act 1961 and notifications thereon by the Government of India.

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

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6. **Particulars Submitted:**

It is understood that this employment is being offered to you on the basis of the particulars submitted by you. However, if at any time it should emerge that the particulars furnished by you are false/incorrect or if any material or relevant information has been suppressed or concealed this appointment will be considered ineffective and irregular and would be liable to be terminated by the Company forthwith on the grounds of deemed misconduct without notice or compensation in lieu thereof. This will be without prejudice to the rights of the Company to take any other actions including disciplinary action against you for the same.

7. **Jurisdiction:**

It is agreed that any dispute of whatsoever nature between you and the Company will be subject to the jurisdiction of Bengaluru Courts only, whether they be any other courts or tribunal or authority of whatsoever nature. Without prejudice to the foregoing, all disputes in relation to this Employment Agreement shall be settled through arbitration in accordance with the Arbitration and Conciliation Act, 1996.

8. **Address and Communication**

You shall keep the Company informed of your latest postal address at all times and intimate the Company in writing in case of change of address. Any communication sent to you by the Company on your last known address shall be deemed to have been duly served notwithstanding the fact that you have changed your address.

9. **Mandatory ARRIS Training**

You will be given a list of training programs that you will be expected to undergo immediately upon joining and periodically thereafter. We expect that all mandatory training as mentioned in the correspondence that will follow will be completed within the stipulated time after your joining us.

10. **Transfer**

a) Depending upon exigencies of business your services can be transferred by the Company in any capacity as the Company may desire from time to time, from
b) One location to another
c) One department to another
d) One project to another
e) It is a condition of employment that you can be transferred by the Company anywhere in India or abroad to any of the parent Company's Subsidiary Companies, Joint Ventures, Associates, Sister Companies etc., as per needs. Such transfers will not create for you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees in the new place.

11. **Working Hours, Holidays and leave**

You will observe the working hours, holidays and leave rules as per the service rules applicable to your category of employees and as prescribed by the company from time to time.

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12. **Health Examination**

You will be examined at any time by a doctor of Company's choice for your medical fitness to continue to work for the Company and opinion of the Company's Doctor in this regard shall be final and binding on you.

13. **Proof of Age**

You will be required to produce satisfactory proof of age at the time of joining. The same may be evidenced from the School Leaving certificate or from the birth registration certificate. Once, such proof of age is accepted and recorded on the Company's register, you will not be permitted to seek a change of date of birth.

14. **Past Record**

If, at any time whatsoever, 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, you will be liable to removal from services without any notice or compensation whatsoever on the grounds of misconduct.

15. **Protection of Company Property**

You will sign and return a copy of the "Agreement to Protect Company's Property Rights", attached to this Employment Agreement.

16. **Confidentiality**

You will not at any time disclose to a third party any of the Company's confidential technical information or any information concerning the business of the Company and its parent and affiliated Companies, which you may come to know during your service with the Company.

Any intellectual property developed by you during your employment with the Company, including any copyrights, designs, patents, layouts, mask works, etc. shall be deemed as "works for hire" under applicable intellectual property laws and shall be the exclusive property of the Company. You hereby assign all rights in relation to such intellectual property to the Company on a worldwide and perpetual basis at no extra costs and further agree to do all such acts to perfect such assignment to the Company. You agree that this assignment shall not lapse in any circumstance including on the failure of the Company to exercise its rights under the assignment.

In order to more effectively set out the detailed rights and obligations of the parties in relation to protection of confidential information and intellectual property, you may be required to execute other documents by the Company (such as an employee intellectual property assignment and confidentiality protection agreement) and you agree to be bound by any such additional terms.

17. **Code of Conduct**

You are required to go through the Company Code of Conduct which will be made available on the day of your joining. You will be required to sign the declaration with the Code of Conduct and return it to the Company, as a token of your having read, understood and your agreeing to abide by its contents.

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18. Privacy

You will be providing to the Company certain information about yourself and your family, including personal information and sensitive personal data or information ("Personal Information"). You agree that the Company may access, process or transfer such Personal Information as provided in its privacy policy. Notwithstanding anything contained herein, "reasonable security practices and procedures" under section 43A Explanation (ii) of the Information Technology Act 2000 means the Company's privacy policy and such security procedures adopted by the Company to protect such Personal Information.

19. Notice

In the event that either party wants to terminate the Employment agreement, they can do so by giving ONE month notice to the other or make a payment in lieu of notice. The Company shall however have the right to extend the notice period more than one month, if needed.

The Company shall be entitled to terminate your employment "for cause" forthwith, without notice or compensation in the event of your misconduct (which term shall have the meaning as assigned under Company policy/law) and/or any act which constitutes an offence involving moral turpitude.

20. On Separation

On termination of employment and/or your resignation you will immediately return to the Company all the tools, accessories, formulae, documents, specifications, books etc. of whatsoever nature in your custody, care of charge and obtain clearance certificate from the relevant person/office/dept., on production of which alone your dues, if any, will be settled by the Company.

21. Retirement

Your age of retirement from the services will be on completion of sixty years. However, you may be retired at any age before sixty years during your services in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls.

22. Other Terms & Conditions

Your work in the Company will be subject to the rules and regulations of the Company, as promulgated and modified from time to time in relation to your conduct, discipline and other matters as notified to you.

You shall during the services with the Company, devote your whole time and attention to the Company's business entrusted to you and you shall not engage yourself directly or indirectly in any business or service other than the Company's business or service except with Company's prior approval obtained in writing.

Whenever there is a change in your personal information, you shall notify the Company in writing within three days.

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In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the appointment with the Company and as may be amended or altered from time to time at the discretion of the Company will also apply to you. This Employment Agreement will lapse and have no further value, force or effect if it is not accepted and a counter-signed copy of this letter not returned.

Please confirm that the above terms and conditions of this Employment Agreement are acceptable to you and that you accept the employment by signing the duplicate copy of this letter as a confirmation of your acceptance and return it to us immediately.

We again welcome you to ARRIS and look forward to your contributions in building successful Business.

Yours Sincerely,

For **Ruckus Wireless Pvt. Ltd.**

RITU CHAUBEY

Digitally signed by RITU CHAUBEY
Date: 2019.03.05 12:42:45 +05'30'

Ritu Chaubey
Director-Human Resources

I have gone through the aforesaid terms and conditions /terms of appointment and have fully understood the same. I hereby accept the appointment on the terms and conditions stated hereinabove.

Date: Signature (FULL NAME)

This letter is digitally signed.

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ARRIS

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ANNEXURE – A

Other benefits:

1	Annual Leave	As of the Commencement Date your annual leave balance will be zero. 30 working days for each calendar year on a pro-rata basis. Maximum year end accumulation up to 30 days. Encashment of annual leave balance, up to a maximum of 30 days, only upon separation.
2	Sick Leave / Casual Leave	12 days per annum.
3	Company paid Holidays	A list of holidays will be announced every year by the Company.
4	Hospitalization Scheme	As Per the existing Medical Insurance Scheme
5	Group Life Insurance	As applicable.
6	Gratuity	As applicable and as per Payment of Gratuity Act.
7	Bonus / Incentive Plan	You will be covered under Company's Bonus / Incentive plan as applicable to your position.

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Annexure B

(For Female Employees Only)

- Maternity Benefits provided by the Company as per the Maternity Benefit Act, 1961, as amended from time to time.
- Leave of Absence: A pregnant female employee can seek a leave of absence by giving notice in writing to the Company, stating the dates of her absence from work, and such leave of absence shall not exceed a period of 6 weeks prior to the date of her expected delivery.
- Abstinence: A pregnant female employee can make a request to the Company seeking abstinence from performing any work which is likely to have an adverse effect on her health, or affect her pregnancy, for a period of 1 month immediately prior to a period of 6 weeks prior to the date of her expected delivery, or for any period during the 6 weeks prior to the date of her expected delivery if the woman employee has not availed leave during these 6 weeks.
- Paid Leave: Eligible female employees can avail paid maternity leave up to 26 weeks. Out of these 26 weeks, the f emale employee has the option to avail paid maternity leave up to 8 weeks prior to the date of her expected deliv ery.
- Mother of 2 or more children: A female employee, having two or more children, is entitled to paid maternity leave up to a period of only 12 weeks, and out of these 12 weeks, the said female employee has the option to seek paid maternity leave only up to 6 weeks prior to the date of her expected delivery.
- Additional Paid Leave: Female employees can avail paid leave from the Company at the rate of maternity benefit, on production of relevant proof mandated by the Company:

  i. For miscarriage or medical termination of pregnancy – up to 6 weeks immediately following the date of her miscarriage or medical termination of pregnancy.

  ii. For tubectomy operation – up to 2 weeks immediately following the date of the operation.

  iii. For illness arising out of pregnancy/delivery/premature birth/medical termination of pregnancy/miscarriage/tubectomy operation – up to 1 month.
- Commissioning Mothers/Surrogacy: "Commissioning Mother" means a biological mother who uses her egg to cre ate an embryo implanted in any other woman. A female employee who is a Commissioning Mother can avail paid maternity leave up to 12 weeks, and the period of maternity leave will be calculated from the date on which the c hild is handed over to the Commissioning Mother.
- Adoption: A female employee who has adopted a child younger than the age of 3 months can avail paid maternity leave up to 12 weeks. The period of maternity leave will be calculated from the date on which the child is handed over to the adoptive mother.
- Crèche Facility: To the extent required by applicable law, the Company will provide crèche facilities and a female e mployee will be allowed four visits in a day to the crèche. This would also include her interval for rest.
- Nursing Breaks: A female employee, having a child younger than the age of 15 months, will be allowed two break s per day for nursing her child, and this would be in addition to her interval for rest.
- Medical Bonus: Every female employee, who is entitled for maternity benefits, may receive a medical bonus of IN R 3,500 (three thousand five hundred only), if the Company has not provided pre-natal and post-natal care, free o f cost.
- Posthumous award of benefits: If the death of the female employee occurs prior to her receipt of the benefits or a mount due to her, the Company shall provide the due benefits or amount to her nominee or her legal representat ive.

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Annexure C

Women Working Beyond 8.00 PM In Office Premises:

ARRIS India has always been and continues to remain committed to Safety of all our employees in our sites and more attentive to the Women working late evenings in our Sites. We have been strictly adhering to all state and central Government stipulated regulations and associated legal compliance that's expected from us as an Organization. As part of this effort, it is mandatory for all women employees to leave the office premises on or before 8.00 pm. If any women employee for unavoidable business requirement has to stretch beyond 8.00 pm, she needs to adhere to the following

- Obtain email approval citing reason for extending working hours, explaining transportation arrangement to return home. Approval to be taken from respective Immediate Manager and Sridhar Pitchu (Security Head) at least in advance by 2 Hours.
- Regarding transportation,
    - Should return back with one of their immediate family members escorting them back home OR
    - Avail the company provided transportation along with an escort. This means employee will have to leave their own vehicle behind in office premises itself. Please note that you may have to take at least 4 -6 hours of advance time in to account to have authorized vendor provided transport. This is a prescribed statutory norm for safety of women and we would abide by that.

This does not apply to women against whose names license for working in night shift has already been secured. There are other norms that govern such working.

We thank you for your understanding on this and trust that you shall continue to adhere to the prevailing norms as laid out by the government.

For any queries, please reach out to your respective BHR.

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NATIONAL INSTRUMENTS™

Expression of Interest

Date: 26/07/2018

Hi SUSHMITHA

Congratulations!! Thank you for expressing your interest with National Instruments- Bangalore, R&D Division.

We are pleased to provide this letter as our Expression of Interest which reiterates our intension to offer you INTERNSHIP with National Instruments.

We will shortly reach out to you with the formal letter and the documents which you need to carry along with you on your day of joining.

Please note that considering the business imperatives and importance of this role, we would require you to join us by JAN. 7th 2019

The terms of the Expression of interest are strictly between you and National Instruments. Please treat this information as personal and confidential.

We look forward to having you as part of the National Instruments family.

For any further information, please contact:
Manju Vinod: manju.vinod@ni.com
(or) Ambily Prabhakaran: ambily.prabhakaran@ni.com
Phone #: 080-41450010

With Best wishes

Sincerely
For NI Systems India Pvt Ltd

For NI Systems (India) Pvt. Ltd.

Authorised Signatory

Rajanikanth Balaraman
Senior Software Group Manager

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

Name : Sushmitha Mallesh
Signature : Sushmitha Mallesh
Date : 27-July-2018
Contact details : Mobile # 8050204843 Email ID : sushmitha.malesh@gmail.com

Signature Not Verified

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NI Systems (India) Pvt. Ltd.
No. 12, Subramanya Arcade, Tower - B, 5th Floor,
Bannerghatta Road, Bangalore - 560 029. Tel : 91 80 41450000
CIN Number : U72900KA2000PTC026543

NATIONAL INSTRUMENTS

INTERNSHIP WITH NATIONAL INSTRUMENTS

Congratulations for your Internship offer with National Instruments- Bangalore, R&D Division. Our Internship program will start on 7th January 2019 tentatively. We will notify you if there is any change of date.

Please notify Human Resources (contacts provided on Expression of Interest letter) and your placement coordinator on whether you are willing to come for Part-time or Full-time internship with National Instruments.

INTERNSHIP AT NATIONAL INSTRUMENTS: ENGINEERING INTERNSHIP

FULL TIME INTERNSHIP: 5 DAYS IN A WEEK WITH A STIPEND OF INR 30,000

PART TIME INTERNSHIP: 3 DAYS IN A WEEK WITH A STIPEND OF INR 25,000

Please carry the below list of documents at the time of joining:

- Original Internship letter from College (NOC)
- Marks cards of all years
- PAN card and Aadhaar card photocopy
- College ID photocopy
- Cancelled Cheque of the bank account in your name or photocopy of the first page of the bank passbook that has address & photograph

Sushmitha Mallesh.

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

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No. 12, Subramanya Arcade, Tower - B, 5th Floor,
Bannerghatta Road, Bangalore - 560 029. Tel : 91 80 4[illegible]0
CIN Number : U72900KA2000PTC026543

CS

Name: Swathi Alse
USN: 4JC15CS120
Branch: 4JC15CS120

MICRO FOCUS

27 Jan, 2019

Swathi Alse
869, 5thB Cross, Vijaya Bank Layout, Bangalore

Dear Swathi,

We are pleased to inform you that you have been selected for training with Entco Software India Private Limited (Micro Focus) from 30 Jan, 2019 to 31 Jul, 2019 for a period of 6 Months under the guidance and supervision of Deepak Kalathil Perazhi. Your location would be BTP01 - Olympia Building - Bagmane Tech Park (BTP01).

1. During the tenure of the project, you will be paid a stipend of Rs.20,000 per month. The payment of stipend shall depend on your unconditional presence at any location that may be stipulated herein above.
2. It is clearly understood that you are not in any manner providing any service to Micro Focus and that the payment of stipend shall not in any manner be construed or deemed to be consideration for services rendered by you.
3. You will not be entitled to any statutory benefits of otherwise to which a regular employee of the company is entitled.
4. You will be entitled for 12 days leave per annum, weekly holidays and such other holidays declared by the Company.
5. During your training with the company you shall be bound by the company's rules and regulation applicable from time to time and any violation to this will result in immediate termination of your training.
6. During your training with the company you may come across certain confidential information related to the business of the company, any such information you shall not use or disclose to others or any third party in any circumstances.
7. You shall not publish your research / project report and about the company in any form in mass media and the same is to be treated strictly for academic purpose only.
8. You shall maintain utmost confidentiality on any information that you acquire during the project and sign the enclosed confidentiality agreement on or before the start of training period.
9. You shall not, during the period of your project study at Micro Focus, copy, duplicate, decompile or translate any intellectual property of Micro Focus without appropriate authorization. You shall not take out any intellectual property belonging to Micro Focus, outside the work place or Micro Focus's premises, without appropriate authorization from the supervisor.
10. You shall be obligated to compensate Micro Focus appropriately, in the event you cause any loss or damage to any property that is owned or leased by Micro Focus, during the training period.
11. It is expressly understood and agreed by and between us that the company shall in no way be liable /responsible for any injuries/ impairment in health arising during your training period.
12. This offer of appointment is conditional upon successful background checks (which may include

FOR Company

Monica Mathias
Country Manager-Talent Acquisition
India & South Asia

FOR Employee
Name: _____

Signature: _____
Date: _____

Signature Not Verified

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criminal checks, verification of previous employment, education verification, **credit check** and appropriate identification verification) being conducted either by Micro Focus or an appropriate third party, and the results of such background checks being favorable in Micro Focus's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by Micro Focus.

We look forward to having you join us and wish you a fruitful training with us.

Agreement Regarding Confidential Information and Proprietary Developments
India

Swathi Alse

1. **Consideration and Relationship to Employment.** As a condition of my employment with Micro Focus or one of its subsidiaries, successors, assigns, or affiliates (referred to collectively as, "Company"), in return for Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties in such employment, I knowingly agree to restrictions provided for below that will apply during and after my employment by Company. I understand, however, that nothing relating to this Agreement will be interpreted as a contract or commitment whereby Company is deemed to promise continuing employment for a specified duration.

2. **Confidential Information.** This Agreement concerns trade secrets, confidential business and technical information, and know-how not generally known to the public (hereinafter "Confidential Information") which is acquired or produced by me in connection with my employment by Company. Confidential Information may include, without limitation, information on Company organizations, staffing, finance, structure, information of employee performance, compensation of others, research and development, manufacturing and marketing, files, keys, certificates, passwords and other computer information, as well as information that Company receives from others under an obligation of confidentiality. I agree to abide by the Company Confidential Information Policy and specifically agree that with regard to Company Confidential Information:

(a) to use such information only in the performance of Company duties;

(b) to hold such information in confidence and trust; and

(c) to use all reasonable precautions to assure that such information is not disclosed to unauthorized persons or used in an unauthorized manner, both during and after my employment with Company.

I further agree that any organizational information or staffing information learned by me in connection with my employment by Company is the Confidential Information of Company, and I agree that I will not share such information with any recruiters or any other employers, either during or subsequent to my employment with Company; further, I agree that I will not use or permit use of such as a means to recruit or solicit other Company employees away from Company (either for myself or for others).

FOR Company

Monica Mathias
Country Manager Talent Acquisition
India & South Asia

FOR Employee
Name: _____

Signature: _____
Date: _____

Signature Not Verified

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MICRO FOCUS

3. **Proprietary Developments.** This Agreement also concerns inventions and discoveries (whether or not patentable), designs, works of authorship, mask works, improvements, data, processes, computer programs and software (hereinafter called "Proprietary Developments") that are conceived or made by me alone or with others while I am employed by Company and that relate to the research and development or the business of Company, or that result from work performed by me for Company, or that are developed, in whole or in part, using Company's equipment, supplies, facilities or trade secrets information.

Such Proprietary Developments are the sole property of Company, and I hereby assign and transfer all rights in such Proprietary Developments to Company. I also agree that any works of authorship created by me shall be deemed to be "works made for hire." I further agree for all Proprietary Developments:

(a) to disclose them promptly to Company;

(b) to sign any assignment document to formally perfect and confirm my assignment of title to Company;

(c) to assign any right of recovery for past damages to Company; and

(d) to execute any other documents deemed necessary by Company to obtain, record and perfect patent, copyright, mask works and/or trade secret protection in all countries, in Company's name and at Company's expense.

I understand that Company may delegate these rights. I agree that, if requested, my disclosure, assignment, execution and cooperation duties will be provided to the entity designated by Company.

This Agreement does not apply to an invention for which no equipment, supplies, facility or trade secret information of the employer was used and which was developed entirely on the employee's own time, unless (a) the invention relates (i) to the business of the employer or (ii) to the employer's actual or demonstrably anticipated research or development, or (b) the invention results from any work performed by the employee for the employer.

4. **Respect for Rights of Former Employers.** I agree to honor any valid disclosure or use restrictions on information or intellectual property known to me and received from any former employers or any other parties prior to my employment by Company. I agree that without prior written consent of such former employers or other parties, I will not knowingly use any such information in connection with my Company work or work product, and I will not bring onto the premises of Company any such information in whatever tangible or readable form.

5. **Work Product.** The product of all work performed by me during and within the scope of my Company employment including, without limitation, any files, presentations, reports, documents, drawings, computer programs, devices and models, will be the sole property of Company. I understand that Company has the sole right to use, sell, license, publish or otherwise disseminate or transfer rights in such work product.

FOR Company

Monica Mathias

Country Manager Talent Acquisition
India & South Asia

FOR Employee

Name: _____

Signature: _____

Date: _____

Signature Not Verified

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SERIALNUMBER=09c71c7430509d3f0bf7df6ea45d76c824ff43c67a40809fdf41420957ae,S=Karnataka, PostalCode=570006, Phone=6c62dc5a97e4c1a6292f7dd89ff89c15c36e9252e3ca1b465469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND TECHNOLOGY UNIVERSITY, C=IN
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MICRO FOCUS

8. **Enforcement.** I make these agreements to avoid any future dispute between myself and Company regarding specific restrictions on my post-employment conduct that will be reasonable, necessary and enforceable to protect Company's Confidential Information and Proprietary Developments and other legitimate business interests. The Protective Covenants are ancillary to the other terms of this Agreement and my employment relationship with Company. This Agreement benefits both me and Company because, among other things, it provides finality and predictability for both me and the company regarding enforceable boundaries on my future conduct. Accordingly, I agree that this Agreement and the restrictions in it should be enforced under common law rules favoring the enforcement of such agreements.

For these reasons, I agree that I will not pursue any legal action to set aside or avoid application of the Protective Covenants. This Agreement will survive the end of my employment with Company and shall, likewise, continue to apply and be valid notwithstanding any change in my duties, responsibilities, position, or title.

9. **Relief; Extension.** I understand that if I violate this Agreement (particularly the Protective Covenants), Company will be entitled to (i) injunctive relief by temporary restraining order, temporary injunction, and/or permanent injunction, (ii) recovery of attorneys' fees and costs incurred by Company in obtaining such relief where allowed by law, and (iii) any other legal and equitable relief to which Company may be entitled. Injunctive relief will not exclude other remedies that might apply. If I am found to have violated any restrictions in the Protective Covenants, then the time period for such restrictions will be extended by one day for each day that I am found to have violated them, up to a maximum extension equal to the time period originally prescribed for the restrictions.

10. **Severability; Authority for Revision; Assignment; Governing Law.** The provisions of this Agreement will be separately construed. If any provision contained in this Agreement is determined to be void, illegal or unenforceable, in whole or in part, then the other provisions contained herein will remain in full force and effect as if the provision so determined had not been contained herein. If the restrictions provided in this Agreement are deemed unenforceable as written, the parties expressly authorize the court to revise, delete, or add to such restrictions to the extent necessary to enforce the intent of the parties and to provide Company's goodwill, Confidential Information, Proprietary Developments and other business interests with effective protection. In the event the restrictions provided in this Agreement are deemed unenforceable and cannot be reformed to make them enforceable, then any prior agreements that I have made with Company relating to confidential information or proprietary developments shall not be deemed to have been superseded or otherwise affected by this Agreement, but instead shall remain in effect. The title and paragraph headings in this Agreement are provided for convenience of reference only, and shall not be considered in determining its meaning, intent or applicability. This Agreement will inure to the benefit of the parties' heirs, successors and assigns. This Agreement, including but not limited to the Protective Covenants, may be assigned by Company to a subsequent employer, successor or assign without the need for further authorization or agreement from me. This Agreement will be governed by the laws of the country and/or state identified as my work location in which I work at the time of its enforcement.

FOR Company

Monica Mathias
Country Manager Talent Acquisition
India & South Asia

FOR Employee

Name: _____

Signature: _____

Date: _____

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

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11. **Acceptance by Company.** A counterpart of this Agreement has been manually executed by a duly authorized representative to indicate Company's acceptance of the terms hereof and Company's covenant to perform its obligations hereunder (including, without limitation, Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties). Such acceptance on behalf of Company is conditioned upon my reciprocal agreement to such terms. I acknowledge the sufficiency of Company's acceptance of the terms hereof to establish the mutual rights and responsibilities defined herein.

12. **Acceptance by Employee.** By placing my signature below, I confirm that I have read and fully understood the terms of this Agreement, and have been at liberty to seek legal advice on the same prior to my acceptance of such terms.

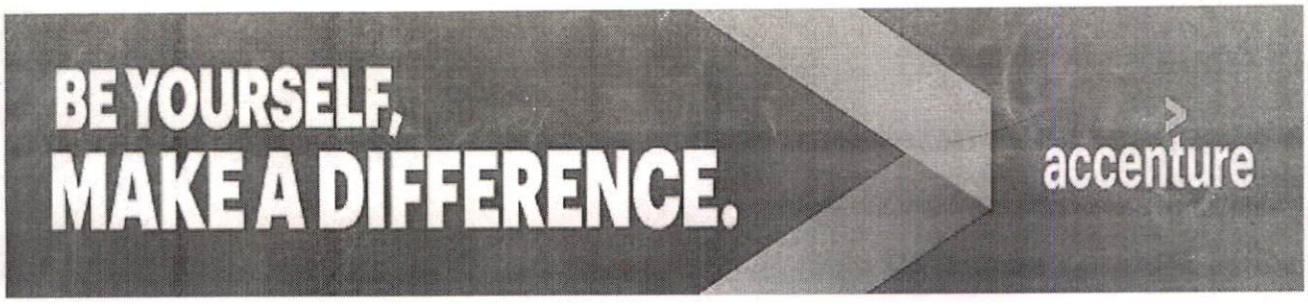
FOR Company

Monica Mathias
Country Manager Talent Acquisition
India & South Asia

FOR Employee
Name: _____

Signature: _____
Date: _____

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02.02.2024 22:35



Strictly Private and Confidential

28-Feb-2019

Syed Idrees
#259, C layout, bannimantap, mysore
9113661977

Dear Syed,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

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

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

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

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Reference Id: 43dac082-b2f5-437c-883b-7c437a9f4cdb
Signed By: Mohan Sekhar

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the Offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This Offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

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To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company- http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

Mohan Sekhar

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

ACKNOWLEDGED AND AGREED:

[*Insert full legal name*]

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ANNEXURE - I

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Joining Bonus	
Joining Bonus (Refer to section C)	25,000

Additional Benefits	
Gratuity as per law#	5,290
Insurance Premium (notional value)	3,776

Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000

(A) Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- **Joining Bonus**- of **INR 25,000** payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

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- **Additional Bonus**- of **INR 25,000** payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the Authorities.

*As defined by applicable law from time to time.

- If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your career level as per company payroll cycle.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
    a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
    b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
        - 10% of such claims for self, spouse and 2 dependent children
        - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

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

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

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ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

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AVI Networks
AVI NETWORKS INDIA PRIVATE LIMITED
#110, "JB House", 4th Cross, 5th Block,,
Koramangala Industrial Layout, Koramangala, Bangalore 560 095
www.avinetworks.com, CIN –U72200KA2016FTC086768

02 August 2018

Dear Mr. Syed Tayassar Shah,

Further to our discussions, we have the pleasure to offer you an internship with Avi Networks India Private Limited ("Avi Networks" or the "Company") as per the terms of reference given below.

Commencement of Employment

1. You are employed by the Company in the function of **Intern** with effect from 02 Jan, 2019 ("Internship Start Date")

2. As a member of an organization that practices flexibility and continuous improvement in work processes and practices, your roles and responsibilities may vary. You are required to report to our office in Bangalore, India. You will be reporting to such person in Avi Networks as may be indicated to you from time to time.

3. Subject to your accepting this appointment letter and reporting to duty on or before 02 Jan, 2019, you shall be on an internship till 15 Apr, 2019

4. Your internship with the Company is only for the period of time specified above beginning on the internship Start Date and may only be extended if in a writing signed by the Company's Authorized Signatory. In addition, either you or the Company is free to terminate the relationship for any reason, with or without cause, with one month's notice or payment in lieu of notice.

5. Subject to satisfactory performance during the internship period you may be converted to a full time employment role, details of which will be communicated separately through a provisional offer letter.

Working Hours

6. For your information, the official timings of the company are 9AM to 6PM Monday to Friday. It is expressly agreed that if you fail to perform the work according to the scheduled working hours or you resort to stoppage of work, whether alone, or with others, you will be entitled to receive salary only in proportion to the working hours during which you actually performed work, apart from the fact that strict disciplinary action may be taken against you.

Compensation

7. You shall be paid a monthly stipend of **INR 35,000/-** (Rupees Thirty Five Thousand Only) and will be subject to deduction of tax at source as applicable. Avi Networks assumes no responsibility for your personal tax affairs, and your tax liability in respect of your remuneration is entirely your responsibility; provided however, Avi Networks may from to time, withhold any tax as may be required by applicable law

8. Payment shall be made by bank transfer to only to such account designated by you.

Intellectual Property

9. All intellectual property rights in any work or material developed by you during the course of your employment shall belong to and be the property of Avi Networks and you confirm that you shall not be entitled to claim any [illegible] intellectual property. If required by Avi

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AVI Networks
AVI NETWORKS INDIA PRIVATE LIMITED
#110, "JB House", 4th Cross, 5th Block,,
Koramangala Industrial Layout, Koramangala, Bangalore 560 095
www.avinetworks.com, CIN –U72200KA2016FTC086768

Networks during or after the term of this engagement, you shall assign and transfer in favour of Avi Networks or, at the request of Avi Networks, in favour of any of its subsidiary, affiliate or customers, all intellectual property rights in such works or materials and shall execute such deeds and documents, as Avi Networks may require to effectually vest in Avi Networks, any of its subsidiary, affiliate or customers as Avi Networks may require, any and all intellectual property rights and benefits in such works or materials. In performance of your duties and responsibilities, you shall not use or infringe any intellectual property properties or rights of any other persons.

Governing Law

10. This Agreement is governed by and construed in accordance with the laws of India.

The terms of this offer are strictly confidential between you and the Company and any breach of this confidence will be viewed with utmost seriousness.

We take this opportunity to congratulate you on your selection and look forward to a long and mutually beneficial association between you and Avi Networks. We trust our relationship will be guided by a quest for excellence in all facets of our interactions as well as based on a foundation of mutual respect and sincerity in all dealings. Welcome aboard! Kindly return a copy of this letter duly counter signed by you in acceptance of the terms and conditions set out therein.

Document Submission Requirements

You are requested to report at 9.00am on your date of commencement of employment (as mentioned in clause 3 above) to complete the joining formalities. At the time of joining, you are requested to submit the following documents

- Certificates supporting your educational qualifications along with mark sheets (10+12+ Graduation + Course Certifications)
- Proof of Age
- Proof of Address
- Copy of PAN Card
- Copy of Aadhaar Card

Sincere regards,

For **Avi Networks India Private Limited**

Ramkumar Sankar
Head of India Operations

I hereby accept and agree to this employment contract. I promise to abide by the policies and regulations of the Company.

Name: Syed Tayassar Shah
Signature: Syed Tayassar
Start Date: 01 Jan, 2019
PAN: HOOPS2797D
Today's Date: 16 Aug, 2018

Signature Not Verified
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www.avinetworks.com, CIN –U72200KA2016FTC086768

SYED TAYASSAR SHAH
Bangalore

Dear Mr. Syed Tayassar Shah,

Further to the **Internship Offer letter**, we are pleased to extend you a **Provisional Offer** for the position of **Member of Technical Staff** with Avi Networks India Private Limited (hereinafter referred as "Avi"). This Provisional Offer of employment is for a regular, full-time position based in Bangalore subject to Satisfactory completion of your internship with us.

Please note that the terms of employment detailed in this document are confidential. These contents should not be disclosed to third parties without prior approval from the Company.

1. **Compensation**

   a. **Salary/Benefits:** Your annual gross salary will be Rs.**11, 00,000 (Rupees Eleven Lakhs Only)**. During the term of your employment, you will be eligible to participate in all of the Company's Employee benefits. This includes comprehensive Medical and Personal Accident Insurance cover and Paid-Time Off as per Company's Leave Policy.

   b. **Equity Award:** Subject to a separate agreement and approval by the board of directors of Avi Networks, Inc., USA, you may also be eligible to participate in the Company Equity programme, the details of which will be communicated upon successful completion of internship. Upon approval, you will be notified in writing as to the details of the Equity award and its terms and conditions..

   c. **Sign on Bonus:** Your sign on Bonus of **INR 2, 00,000** (Two Lakhs Only) will be paid along with your first pay slip. The Joining bonus is fully taxable in your hands. Should you desire to leave the services of the Company anytime within a period of 24 (Twenty Four) months from your start date,
   you are liable to refund the entire portion of Joining bonus disbursed to you.

2. **Terms and Conditions of Employment**
   a. The Provisional Offer with Avi Networks will be confirmed subject to successful completion of internship meeting the performance expectations.
   b. Execution of full time employment agreement
   c. Completion of Graduation with a minimum GPA of 7.5
   d. You are able to provide evidence of your right to work and remain in India in accordance with applicable law or you will be issued the relevant work visa or work permits;
   e. Completion by the Company of your background checks including credit, education, and employment reference and the verification of your personal information, each to the satisfaction of the Company.
   f. You consent to the abovementioned background screening, either by the Company or through a third party provider, and give consent to the Company or such third party provider to contact any person in the course of completion of such background checks and verifications.

Signature Not Verified
SOKKALINGAM ARUMUGAM DHANARAJ
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02.02.2024 22:35

AVI Networks
AVI NETWORKS INDIA PRIVATE LIMITED
#110, "JB House", 4th Cross, 5th Block,
Koramangala Industrial Layout, Koramangala, Bangalore 560 095
www.avinetworks.com, CIN –U72200KA2016FTC086768

3. **Entire Agreement**

This letter agreement (together with the agreements and annexures referred to herein) supersedes any prior agreements, representations or promises of any kind, whether written, oral, express or implied between you and the Company with respect to the subject matters herein. This letter (together with the agreements and annexures referred to herein) may not be modified or amended except by a written agreement, signed by the Company and by you.

To indicate your agreement with all terms and your acceptance of this Provisional Offer, please sign the duplicate copy of the offer on all sheets at the bottom on the right corner and return the same to Avi.

We welcome you to Avi Networks India Private Limited and look forward to a mutually rewarding association.

For Avi Networks India Private Limited

Authorized Signatory

Acceptance of Offer

I have read and accept this offer of employment.

Syed Tayaar (Syed Tayassar Shah) 01 Jan, 2019

Signature (Name) Start Date

16 Aug, 2018

Today's Date

Signature Not Verified

SOKKALINGAM ARUMUGAM DHANARAJ
CN=SOKKALINGAM ARUMUGAM DHANARAJ, SERIALNUMBER=09c71c7430509...d3f0bf7df6ea45d76c824ff43d67a40809fdf41420957ae, S=Karnataka, PostalCode=570006, Phone=6652dc5a97e4c1a62b827...d089ff89c15c36e9252e3ca1b465469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND TECHNOLOGY UNIVERSITY, C=IN
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SYED TAYASSAR SHAH
Bangalore

Dear Mr. Syed Tayassar Shah,

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b. Execution of full time employment agreement
c. Completion of Graduation with a minimum GPA of 7.5
d. You are able to provide evidence of your right to work and remain in India in accordance with applicable law or you will be issued the relevant work visa or work permits;
e. Completion by the Company of your background checks including credit, education, and employment reference and the verification of your personal information, each to the satisfaction of the Company.
f. You consent to the abovementioned background screening, either by the Company or through a third party provider, and give consent to the Company or such third party provider to contact any person in the course of completion of such background checks and verifications.

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

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We welcome you to Avi Networks India Private Limited and look forward to a mutually rewarding association.

For **Avi Networks India Private Limited**

Authorized Signatory

Acceptance of Offer

I have read and accept this offer of employment.

Syed Tayaar (Syed Tayassar Shah) — 01 Jan, 2019

Signature (Name) — Start Date

16 Aug, 2018

Today's Date

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

Signature Not Verified

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Syed Tayassar Shah
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Networks
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02 August 2018

Dear Mr. Syed Tayassar Shah,

Further to our discussions, we have the pleasure to offer you an internship with Avi Networks India Private Limited ("Avi Networks" or the "Company") as per the terms of reference given below.

Commencement of Employment

1. You are employed by the Company in the function of **Intern** with effect from 02 Jan, 2019 ("Internship Start Date")

2. As a member of an organization that practices flexibility and continuous improvement in work processes and practices, your roles and responsibilities may vary. You are required to report to our office in Bangalore, India. You will be reporting to such person in Avi Networks as may be indicated to you from time to time.

3. Subject to your accepting this appointment letter and reporting to duty on or before 02 Jan, 2019, you shall be on an internship till 15 Apr, 2019

4. Your internship with the Company is only for the period of time specified above beginning on the internship Start Date and may only be extended if in a writing signed by the Company's Authorized Signatory. In addition, either you or the Company is free to terminate the relationship for any reason, with or without cause, with one month's notice or payment in lieu of notice.

5. Subject to satisfactory performance during the internship period you may be converted to a full time employment role, details of which will be communicated separately through a provisional offer letter.

Working Hours

6. For your information, the official timings of the company are 9AM to 6PM Monday to Friday. It is expressly agreed that if you fail to perform the work according to the scheduled working hours or you resort to stoppage of work, whether alone, or with others, you will be entitled to receive salary only in proportion to the working hours during which you actually performed work, apart from the fact that strict disciplinary action may be taken against you.

Compensation

7. You shall be paid a monthly stipend of **INR 35,000/-** (Rupees Thirty Five Thousand Only) and will be subject to deduction of tax at source as applicable. Avi Networks assumes no responsibility for your personal tax affairs, and your tax liability in respect of your remuneration is entirely your responsibility; provided however, Avi Networks may from to time, withhold any tax as may be required by applicable law

8. Payment shall be made by bank transfer to only to such account designated by you.

Intellectual Property

9. All intellectual property rights in any work or material developed by you during the course of your employment shall belong to and be the property of Avi Networks and you confirm that you shall not be entitled to claim any rights on such intellectual property. If required by Avi

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU
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Networks during or after the term of this engagement, you shall assign and transfer in favour of Avi Networks or, at the request of Avi Networks. in favour of any of its subsidiary, affiliate or customers, all intellectual property rights in such works or materials and shall execute such deeds and documents, as Avi Networks may require to effectually vest in Avi Networks, any of its subsidiary, affiliate or customers as Avi Networks may require, any and all intellectual property rights and benefits in such works or materials. In performance of your duties and responsibilities, you shall not use or infringe any intellectual property properties or rights of any other persons.

Governing Law

10. This Agreement is governed by and construed in accordance with the laws of India.

The terms of this offer are strictly confidential between you and the Company and any breach of this confidence will be viewed with utmost seriousness.

We take this opportunity to congratulate you on your selection and look forward to a long and mutually beneficial association between you and Avi Networks. We trust our relationship will be guided by a quest for excellence in all facets of our interactions as well as based on a foundation of mutual respect and sincerity in all dealings. Welcome aboard! Kindly return a copy of this letter duly counter signed by you in acceptance of the terms and conditions set out therein.

Document Submission Requirements

You are requested to report at 9.00am on your date of commencement of employment (as mentioned in clause 3 above) to complete the joining formalities. At the time of joining, you are requested to submit the following documents

- Certificates supporting your educational qualifications along with mark sheets (10+12+ Graduation + Course Certifications)
- Proof of Age
- Proof of Address
- Copy of PAN Card
- Copy of Aadhaar Card

Sincere regards,

For **Avi Networks India Private Limited**

Ramkumar Sankar
Head of India Operations

I hereby accept and agree to this employment contract. I promise to abide by the policies and regulations of the Company.

Name: Syed Tayassar Shah
Signature: Syed Tayassar
Start Date: 01 Jan, 2019
PAN: HOOPS2797D
Today's Date: 16 Aug, 2018

JSS SCIENCE AND TECHNOLOGY UNIVERSITY

Signature Not Verified

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For **Avi Networks India Private Limited**

Authorized Signatory

Acceptance of Offer

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Syed Tayaar (Syed Tayassar Shah) 01 Jan, 2019

Signature (Name) Start Date

16 Aug, 2018

Today's Date

Signature Not Verified
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Taany. N. Anand
4SC15CS123

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CISCO

Cisco Systems (India) Private Limited
SEZ Unit, Cessna Business Park,
Kadubeesanahalli Village
Varthur Hobli, Sarjapur Marathalli Outer Ring Road
Bangalore, Karnataka 560103
CIN: U31909KA1995PTC019505
India

31st October 2018

Taanya Anand
#11, 1st main Nanda Gokula, Gokulam 3rd stage
Mysore, Karnataka 570002

Dear **Taanya**:

Congratulations on your appointment as **COLLEGE INTERN..TECH UNDERGRAD.CROSS FUNCTIONAL-000882**, grade 99.

Please find enclosed herewith the following documents for your sign-off and return in the next seven days:

1. Internship Letter
2. Application form

At the time of joining, you will be required to provide the following:

1. ID Proof
2. 2 passport size photographs

Yours Sincerely,
For **123 - Cisco Systems (India) Private Limited**.

Priyanka Bhagat

Priyanka Bhagat
MANAGER.CAREER SERVICES

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

Signature Not Verified
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CISCO

31st October 2018

Taanya Anand
#11, 1st main Nanda Gokula, Gokulam 3rd stage
Mysore, Karnataka 570002

Re: Appointment a s **COLLEGE INTERN..TECH UNDERGRAD.CROSS FUNCTIONAL-000882**, grade 99 with Cisco Systems (India) Private Limited.

This is with reference to your request for training. We are pleased to inform you that we will offer you an internship as a **COLLEGE INTERN..TECH UNDERGRAD.CROSS FUNCTIONAL-000882**, grade 99 in **123 - Cisco Systems (India) Private Limited ("the Company")** on the following terms and conditions:

1. Commencement of Internship

Your Internship will commence on **07-Jan-2019** and will be for a fixed term of **6** months ("Term") which means, subject to the right of termination set out in this letter, it will terminate no later than **28-Jun-2019**. You will be based at **123 - Cisco Systems (India) Private Limited**, **BANGALORE, KARNATAKA, INDIA**.

2. Place of posting and assignment

Your place of posting is **BANGALORE, KARNATAKA, INDIA**. You are liable to be transferred to any place of business of the Company as existing/operating presently or acquired or set up later in any part of India or abroad at any time. You are also liable to be deputized to any work or assigned the works of any Associate/Sister Concerns, Subsidiaries or any other Companies/Concerns/Organizations/Firms with whom the Company may make such arrangement or agreement.

3. Office Hours

The normal working hours are 8:30AM to 4:30PM, Monday through Friday.

4. Termination

In the event of gross misconduct or commission of a serious breach of the terms of your Internship by you, the Company is entitled to terminate your Internship with immediate effect without prior notice or payment in lieu.

In case of termination due to above mentioned reason, the company reserves the right to terminate the internship and full time offer referred on Section 16 below will be considered invalid.

5. Duties

Your responsibilities and duties will be intimated to you upon the commencement of your Internship.

6. Stipend and Allowances

All payments of stipend and any other emoluments will be paid according to local payroll practices. Your monthly Stipend which is based on a 40 hour work week will be **INR 34,000.00**

Stipend Details	**INR / month**
Stipend per month	**INR 34,000.00**

Signature Not Verified
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02.02.2024 22:35

Accommodation Allowance	**INR 10,000.00**

***Note:**

Stipend and accommodation allowance (a & b) shall be paid effective joining and start of your assignment with the company. This amount shall be paid less tax and other authorized deductions.

a) Tax

It is your responsibility to meet all requirements under the Indian tax laws including tax compliance and filing of personal tax returns in respect of all payments paid to you under this letter. Taxes on any payment made under this letter will be borne by you. The Company shall deduct Tax at source ("TDS") on any payments under this letter that require such deduction to be made by the employer in accordance with the Indian tax laws.

7. Whole time Internship

During the Term you, being in the whole time Internship of the Company, shall not engage or associate yourself directly/indirectly or in any other manner, whatsoever, in any other post or work part time or pursue any course of study without the prior permission of the Company. You shall devote your whole time, attention and skill to the best of your ability for the business of the Company and shall not undertake any work other than what has been assigned to you. You shall not directly or indirectly be connected with, concerned, employed or engaged in any other business or activities whatsoever, without the prior permission of the Company and shall not accept any emoluments, commission or honoraria whatsoever from any one.

8. Company Property

You shall always maintain in good condition, any of the Company's property, which may be given to you: by your superiors; by persons under whom you are placed to work in the overall interest of the Company; or otherwise for official use during the course of your Internship. You must return all Company property on request or on the termination of your Internship, failing which the Company will recover the cost of such property from you.

9. Additions / Alterations

You shall, in addition to the general service conditions as specifically stated herein above, be governed by other rules, regulations, practices, systems, procedures and policies as are in force or may be added, altered, modified or omitted/deleted by the Company from time to time.

10. Leave and Holidays

You will not be eligible for Annual Leave during the course of your internship. However you will be eligible for any festival or public holiday that may fall as per Cisco policies.

11. Confidentiality

You shall not disclose, divulge or communicate in any manners, either directly or indirectly any confidential information of the Company, nor any of its trade secrets or know-how to any person, firm, corporation, association or other entity for any reason or purpose whatsoever. You shall observe and abide by all the terms of the Proprietary Information and Invention Agreement, as if the same was set out hereunder, in verbatim. The Proprietary Information Agreement is coterminous with this letter and breach of the Proprietary Information and Invention Agreement or any of its terms will be considered to be a breach of the terms of this letter, giving grounds for immediate termination of your Internship.

12. Notices

All notices, consents, requests or other communications made either by you or the Company will be in writing and personally delivered or transmitted by registered or certified mail or courier or by facsimile at the addresses indicated in this letter.

13. Accuracy of Information

Your appointment is being made on the basis of the information and details given by you in the application for Internship. If, at any time, any information or detail given by you is found incorrect or false, your services will be liable for termination without any notice, salary in lieu of notice or compensation. No charge sheet or disciplinary action will be necessary.

On your first day of work you will be required to present evidence of authorization to work. If you require sponsorship by Cisco to obtain work authorization, you must let us know immediately. Also, please be aware not every position or individual qualifies for visa sponsorship. Accordingly, this offer of Internship is contingent upon your obtaining and providing evidence of proper authorization to work for Cisco.

14. Applicable Law

This letter shall be construed and governed by the laws of India.

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

Signature Not Verified
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02.02.2024 22:35

15. Full Time Offer

The full time offer that is extended to you by the company is subject to your satisfactory completion of internship. The company also reserves the right to withdraw this commitment on account of any other business or extenuating factors.

I take this opportunity to congratulate you on your appointment and welcome you to our company.

Please return a signed copy of this letter to indicate your undertaking of the above terms and conditions of Internship contained herein and your acceptance of this letter and the attached agreements.

Yours sincerely,

For **123 - Cisco Systems (India) Private Limited**

Priyanka Bhagat

Priyanka Bhagat
MANAGER.CAREER SERVICES

I have read and understood the above terms and conditions governing my Internship with the Company and the same are acceptable to me in totality and confirm my agreement to the terms of this letter.

1. **START DATE: ~~07-Jan-2019~~** by:

Signature : Taanya Anand
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Name :
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Taanya N. Anand
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amazon® | Internet Services Private Limited

INTERNSHIP LETTER

Taanya N Anand
#11, 1st main Nanda Gokula, Gokulam 3rd stage
Mysore – 570002
IND

Dear Taanya,

On behalf of **Amazon Internet Services Private Limited**, a company incorporated under the laws of India, having its registered office at Ground Floor, Eros Plaza, Eros Corporate Centre, Nehru Place, New Delhi - 110019, Delhi (hereinafter the "Company" or "Amazon India"), we are very pleased to issue this Internship Letter for the position of an **Intern** at **Bangalore**, India.

Your internship with the Company will be subject to your acceptance of this Internship Letter and the terms and conditions set forth hereinbelow on or before 10 business days in the manner provided for by the Company.

Upon your acceptance of this Internship Letter, the same shall form a valid and binding agreement between Amazon India and you, and you shall be bound by the terms and conditions stipulated herein below.

1. Date of Commencement

Your internship with Amazon India will commence on **11-Feb-2019** and shall end as per the provisions contained in Section 12 herein below. The said duration of internship shall hereinafter be referred to as the "Term".

2. Duties

2.1 You will be engaged in the position of **Cloud Support-Intern**. Your manager will advise you about your duties and responsibilities after your joining with us. You will be expected to perform your duties to the best of your ability at all times as per the responsibilities advised by your manager at the time of joining or as amended from time to time, as well as such other tasks as may be required by Amazon India.

2.2 You will be required to comply with Amazon India's rules, regulations and policies from time to time in force, including, without limitation, those policies set out in Amazon India's Policies and Procedures (as may be applicable to you), as communicated to you. Amazon

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CIN : U72200DL20[illegible]7638

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India reserves the right to change Amazon India's Policies and Procedures from time to time at its sole discretion and you shall be bound by the same, so far as may be applicable to you.

2.3 You acknowledge that during the Term, as the business of Amazon India changes, it may be necessary to rotate you in other departments / units. Amazon India therefore reserves the right to change your role and responsibilities from time to time at its sole discretion and without assigning any reason, it being understood that you will not be assigned responsibilities which you cannot reasonably perform.

2.4 Unless specified in writing, you shall not be authorised to enter into any contractual obligations on behalf of Amazon India or its affiliates including creating a lien (statutory or other), security interest, mortgage, pledge, assignment, encumbrance, chattel or conditional sale or other title retention agreement or any other financial obligations or otherwise on behalf of Amazon India or its affiliates.

3. Hours of Work

The normal business hours of the office, at which you work, will apply to you and these will be advised on commencement of internship and when there is a change. You may be required to work in shifts for different workhours or workdays during the week depending on the business or team that you may be working for. You will be advised by your manager or department about such requirements at the time of joining and from time to time during the course of your internship, as appropriate. Certain business teams also operate on 24x7 basis and hence, may have rotational shifts or related requirements for their respective team members. Please refer to Amazon India's Policies and Procedures for further details.

4. Place of Work

Your initial place of work will be at Amazon India's facility in Bangalore. However, you should be aware that the Company and/or its affiliates have offices throughout the world and because of the nature of your duties, the Company has the right to transfer you from one place to another or from one section to another or from one unit to any other unit of the Company, its parent company or to any of its sister concerns, which are either existing or may be set up in future. The decision of the Company in this regard shall be final and binding on you.

5. Remuneration

5.1 Your internship stipend will be Rs.**40,000** per month made payable in arrears and subject to all lawful deductions of tax.

5.2 Amazon India has the right to deduct from your stipend any sums which you may owe Amazon India, including without limitation, any over-payments or loans made to you by Amazon India or any demand raised by any judicial or quasi-judicial authority for your acts

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or omissions and / or losses suffered by Amazon India as a result of your negligence or breach of the terms contained in this Internship Letter/Amazon India's Policies (as may be applicable to you), or your failure to return Amazon India's property.

5.3 You will be reimbursed for any reasonable expenses incurred by you in the course of the performance of your internship on behalf of Amazon India, subject to your compliance with the Expenses Policy contained in Amazon India's Policies and Procedures (as may be applicable to you).

6. Leave and Benefits

You will not be entitled to any leaves or such other employee benefits during the term of your internship with Amazon India.

7. Confidential Information and Confidentiality Obligations

7.1 "Confidential Information" means and includes any information that relates to the business of the Company that is not generally available to the public. Without limiting the foregoing, Confidential Information includes:

(1) the identity of, contractual terms with, and any information relating to, the Company's business partners, customers, services clients, sellers, agents, employees, contractors, investors, joint venturers, vendors, or suppliers and the terms on which the Company does business with each such entity, or generally;

(2) computer code (including source code and object code) or software developed, modified, or used by the Company;

(3) data of any sort compiled by the Company, including, but not limited to, data relating to products and services, advertising and marketing, and existing or prospective customers, clients, vendors, or business partners;

(4) algorithms, procedures or techniques, or the essential ideas and principles underlying such algorithms, procedures or techniques, developed by, or whose workings are otherwise known to, the Company (but excluding any public domain algorithms, procedures, or techniques), whether or not such algorithms, procedures or techniques are embodied in a computer program, including, but not limited to, techniques for identifying prospective customers, communicating effectively with prospective or current customers, reducing operating costs, or increasing system reliability;

(5) the fact that the Company uses, has used, or has evaluated for potential use any particular database, source of data, algorithm, procedure or technique, or the essential ideas and principles underlying such algorithm, procedure or technique, developed or supplied by a party other than the Company (including

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any algorithms, procedures or techniques in the public domain), whether or not such algorithms, procedures or techniques are embodied in a computer program;

(6) pricing or marketing strategies developed, investigated, acquired (from a third party or otherwise), evaluated, modified, tested or employed by the Company, or any information related to, or that might reasonably be expected to lead to, the development of such strategies;

(7) information about the Company's future plans, including, but not limited to, plans for expanding into new products, geographical areas, market segments, or services;

(8) any information that would typically be included in the Company's financial statements, including, but not limited to, the amount of the Company's assets, liabilities, net worth, revenues, expenses, or net income;

(9) the following information which shall hereinafter be referred to as the "Disclosure Information":

(a) any and all algorithms, procedures or techniques related to the Company's business activities or to your work with the Company, and the essential ideas and principles underlying such algorithms, procedures or techniques, conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your internship with the Company, whether or not such algorithms, procedures or techniques are embodied in a computer program;

(b) any and all pricing or marketing strategies, the essential ideas and principles on which such strategies are based, and any information that might reasonably be expected to lead to the development of such strategies, conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your internship with the Company;

(c) information relating to any and all products and services, and the essential ideas and principles underlying any and all products and services, conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your internship with the Company, whether or not such products or services are marketed, sold, or provided by the Company; and

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(d) any other ideas or information conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your internship with the Company, if the idea or information could reasonably be expected to prove useful or valuable to the Company;

(10) any other information gained in the course of your internship with the Company that could reasonably be expected to prove deleterious to the Company if disclosed to third parties, including without limitation, any information that could reasonably be expected to aid a competitor or potential competitor of the Company in competing more effectively with the Company;

(11) any information received by the Company from third parties, whether or not under obligation of confidentiality;

(12) any information derived from any of the above, including any intellectual property rights attached thereto; and

(13) any copies of the above mentioned information.

7.2 Confidentiality Obligations:

(i) You acknowledge that you have acquired and/or will acquire Confidential Information during the course of, or incident to, your internship with the Company, and that the ability of the Company to continue in business could be seriously jeopardized if such Confidential Information were to be used by you or by other persons or firms to compete with the Company. Accordingly, you agree that you shall not, directly or indirectly, at any time, during the term of your internship with the Company or at any time thereafter, and without regard to when or for what reason, if any, such internship shall terminate, use or cause to be used any Confidential Information in connection with any activity or business except the business of the Company, and shall not disclose or cause to be disclosed any Confidential Information to any individual, partnership, corporation, or other entity unless such disclosure has been specifically authorized in writing by the Company, or except as may be required by any applicable law or by order of a court of competent jurisdiction, or any regulatory or governmental body. Further, you agree that you will give the Company prompt notice of any such order/direction of a court/ regulatory or governmental body so that the Company may seek relief by way of a protective order or other appropriate remedy, and further will provide any assistance which the Company may reasonably require in order to secure such order or such remedy (with your expenses reasonably incurred in providing such assistance to be reimbursed by the Company). In the event such protective

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order or other remedy is not obtained, you shall furnish only that portion of the Confidential Information which is legally required by the governmental entity or regulatory authority; and will use reasonable efforts to obtain confidential treatment for any Confidential Information so disclosed.

(i) During the course of your internship with the Company and at the date of termination thereof (hereinafter the "Date of Termination"), you shall promptly disclose and deliver over to the Company, without additional compensation, in writing, or in such form and manner as the Company may reasonably require, the Disclosure Information defined in Section 7.1(9) hereinabove, to the extent that such disclosure could reasonably be expected to be of interest to the Company.

(i) Nothing in this Internship Letter shall be deemed to dilute or waive any rights related to the protection of trade secrets that the Company may have under common law or any applicable statutes.

8. Intellectual Property Rights

8.1 All patents, copyrights, trade secrets, trade/commercial names, proprietary rights, logos, slogans and all other intellectual property rights developed by or for the Company by any person, including but not limited to intellectual property rights relating to any and/or all of the Confidential Information, ("Intellectual Property Rights") shall be owned by the Company.

8.2 For good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, you hereby agree to irrevocably, perpetually and unconditionally sell, assign, transfer and convey to the Company and its successors your entire right, title and interest in the Confidential Information and/or Intellectual Property Rights and any improvements thereto throughout the world, including, without limitation:

(i) all patents, copyrights, trade secrets, trade/commercial names, logos, other proprietary rights and all other intellectual property rights in the Confidential Information and all rights to secure registrations, renewals and extensions of the same;

(i) all rights to make, have made, use, practice, import, export and otherwise fully exploit the Confidential Information and any and all improvements that you or Company may hereafter make or develop;

(i) all rights to file and prosecute applications for patent, copyright and all other intellectual property protection covering the Confidential Information and improvements thereon, and the processes and designs embodied therein, in India, the United States and in every other country and jurisdiction throughout the world;

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(i) all rights under any patent, copyright and all other intellectual property which may be issued on the Confidential Information or the improvements thereon, and any processes and designs therein, and all rights to enjoy the same; and

(i) all documents, notes, notebooks, drawings, schematics, prototypes, magnetically encoded media, electronically stored information, or other materials related to the Confidential Information.

8.3 During the period of your internship with the Company and as may be reasonably necessary subsequent to your internship, you agree to cooperate with the Company as may be necessary to obtain patent, copyright and all other intellectual property protection for the Intellectual Property Rights and improvements thereto throughout the world and agree to do such further acts and execute and deliver to the Company such instruments as may be required to perfect, register or enforce the Company's ownership of the rights assigned, transferred or conveyed. If such cooperation is required after the Date of Termination, the Company shall compensate you at a reasonable rate for the time and related expenses actually spent by you at the Company's request. If you fail or refuse to execute any such instruments, you hereby appoint the Company as your attorney-in-fact to act on your behalf and to execute such instruments. This appointment shall be irrevocable and deemed to be a power coupled with an interest.

8.4 For the purposes of the assignment, transfer or conveyance referred to hereinabove, you acknowledge and covenant that your internship with the Company and the benefits received thereunder shall be treated as good and valuable consideration and that you are not entitled to any further consideration in any form or manner whatsoever in relation thereto.

8.5 Notwithstanding any other provision hereof to the contrary, this Internship Letter does not obligate you to assign or offer to assign to the Company any of your rights in an invention for which no equipment, supplies, facilities, Intellectual Property Rights, Confidential Information or trade secret information of the Company was used and which was developed entirely on your own time, unless (a) the invention relates (i) directly to the business of the Company, or (ii) to the Company's actual or demonstrably anticipated research or development, or (b) the invention results from or is related to, any work performed by you for the Company.

8.6 No Grant of Rights.

You agree that all rights, title and interest in the Intellectual Property Rights and Confidential Information shall be owned exclusively by the Company. Nothing herein contained shall be construed as a grant by implication, estoppel or otherwise, of a license of any kind by either you to the Company, or by the Company to you, for example, to make, have made, use or sell any product using the Intellectual Property Rights, Confidential Information, or as a license under any patent, patent application, utility model, copyright, mask work right, or any other intellectual property right.

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9. Data Protection

9.1 You authorise Amazon India to collect, process and transfer all your personal information obtained by Amazon India for the purpose of proactively managing the relationship.

9.2 You further authorise the transfer to, and storage of, your personal information in the worldwide database currently located in Seattle, Washington, U.S.A. (or such other location as Amazon India determines from time to time). Human Resources and selected management throughout the Amazon group worldwide will be authorised to access this database.

10. Exclusivity

During your internship, you will be required to devote your full time, attention and abilities to your assignment, and to act in the best interests of Amazon India at all times. You shall not, without the written consent of Amazon India, be in any way directly or indirectly engaged or concerned in any other business or undertaking or undertake any internship therein.

11. Relationship of parties

This internship opportunity neither creates the relationship of employer and employee between the Company and you, nor does it assure or guarantee future employment with the Company.

12. Termination of Internship

12.1 Your internship will automatically end on **12-Jul-2019**, unless terminated earlier as per the provisions of this Section.

12.2 This Internship Letter may be terminated either by the Company or by you at any point of time during the Term, without providing any reasons for such termination. Such termination shall be valid and effective only if communicated to the other party in writing at least one day prior to the date of termination.

12.3 On the expiry or sooner termination of your internship for any reason whatsoever, you will return to Amazon India, without delay, all assets belonging to Amazon India, correspondence, records, specifications, models, notes, formulations, lists, papers, reports and other documents and all copies thereof and other property belonging to Amazon India or relating to its business affairs or dealing which are in your possession or under your control. At Amazon India's option, you agree to provide a written certification of your compliance with this Section. Further, you agree to sign a termination certificate in accordance with Amazon India's Policies and Procedures, which will reaffirm your compliance of your post-termination obligations, including return of Amazon India's property/properties and releasing Amazon India from all claims, liabilities and obligations. Where Amazon has made any excess payment to you as part of your relieving formalities,

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whether or not such excess payment is termed "Full and Final Settlement", you shall be obligated and liable to repay such excess amount forthwith upon being notified by Amazon.

13. Background Investigation

13.1 It is Amazon India's policy to investigate all its new interns. Your internship is conditional upon the information contained in your application form and/or curriculum vitae being true and accurate, including (but not limited to) your educational and professional qualifications, the documents furnished by you being genuine, and upon reference checks to be conducted by Amazon India being successfully completed.

13.2 You authorise Amazon India to conduct such searches with government or enforcement authorities as are necessary to enable it to verify that you do not hold any criminal convictions.

14. Foreign Nationals

14.1 In case you are not an Indian national and, under any law, are required to obtain applicable visa / work permit / authorisation or permission from appropriate government authorities to work in India, you are required to ensure all such permissions are obtained before commencement of internship with Amazon India.

14.2 You are also required to ensure all future correspondence and permissions for continued stay and internship in the country as per the governing law are complied with at all times. If required, Amazon shall be at liberty to demand copies / originals of such permission.

14.3 It is made clear that possessing valid work permit / authorisation at all times of your internship is an inherent requirement of your internship with Amazon India. Any time after the execution of this Internship Letter, if it is found that you do not have required work permit / visa, Amazon India shall terminate your internship, without notice, with immediate effect, without any liability towards you.

15. Representations and Warranties

You hereby represent and warrant to the Company that:

15.1 you shall not, during the course of your internship with the Company, use or disclose any document/s that in any way constitutes confidential, proprietary of trade secret information of a third party, except pursuant to written authorization by such third party to do so;

15.2 you are not in unauthorized possession or control of any document/s that in any way constitutes confidential, proprietary of trade secret information of a third party;

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15.3 You confirm that there are no other agreements executed by you with third parties that conflict with the terms and conditions of your internship with Amazon India or that restrict your ability to execute this Internship Letter.

15.4 You hereby represent and warrant that the information furnished by you for the purpose of your internship with the Company is true and correct to the best of your information, knowledge and belief.

16. Notices

All notices issued by you to the Company or by the Company to you shall be sent either by registered post, courier through a recognised courier service provider or email transmission which shall be deemed to have been received the next working day provided the notice is also sent by registered post the next working day after email transmission.

17. Waiver

Failure of the Company to insist upon strict adherence of any term of this Internship Letter on any occasion/s shall not be considered a waiver thereof or deprive the Company of the right thereafter to insist upon strict adherence to that term or any other term of this Internship Letter.

18. Severability

The holding of any provision of this Internship Letter to be illegal, invalid, or unenforceable by a court of competent jurisdiction shall not affect any other provision hereof, which shall remain in full force and effect.

19. Liability for Breach

You acknowledge and accept that your breach of any of the terms contained in this Internship Letter and/or Amazon India's Policies and Procedures (as may be applicable to you) may cause the Company irreparable harm for which there is no adequate remedy at law, and therefore, the Company shall be entitled to the issuance by a court of competent jurisdiction of an order of injunction, restraining order, or other equitable relief in favor of itself, without the necessity of posting a bond, restraining you from committing or continuing to commit any such violation. Exercise or waiver by the Company of its rights to obtain an injunction, restraining order, or other equitable relief hereunder shall not be deemed a waiver of any right to assert any other remedy the Company may have at law or in equity. In any legal action or other proceeding by the Company against you in connection with this Internship Letter (e.g., for recovery of damages or other relief), the Company will be entitled to recover its reasonable attorneys' fees and other costs incurred.

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20. Governing Law and Jurisdiction

Your internship, and any disputes which may arise under, out of, or in connection with your internship, shall be governed by and construed in accordance with the laws of India; and the Courts having territorial jurisdiction over the registered office of the Company shall alone have exclusive jurisdiction to try and entertain such disputes to the exclusion of any other Courts situated elsewhere.

21. Agreement/Modifications

The terms described in this Internship Letter and in Amazon's Policies and Procedures (as may be applicable to you), will cumulatively constitute the terms of your internship, and shall supersede any previous discussions, offers, or agreements relating to your internship, or the subject matter hereof. Any additions to, deletions of, or modifications of these terms are valid and effective only if the same are carried out in writing and signed by you and an officer of Amazon India.

22. Headings

The Section headings appearing in this Internship Letter are used for convenience of reference only and shall not be considered a part of this Internship Letter or in any way modify, amend or affect the meaning of any of its provisions.

23. Survival

Your obligations under Sections 7, 12, 17, 18, 19, 20 and this Section 23 hereof shall survive the termination of this Internship Letter and of your internship with the Company.

REGISTERED OFFICE :
Ground Floor, Eros Plaza, Eros Corporate Centre, Nehru Place, New Delhi - 110019, Delhi
Tel. : + 91 - 80 [illegible] - 3062 5685
CIN : U72200DL20[illegible]7638

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You undertake to be bound by any rules and regulations enforced by Amazon India from time to time in relation to the conduct, discipline, medical leave and holidays or on any matters relating to service conditions which will be deemed as rules, regulations and order as a part of these terms of internship.

For and on behalf of Amazon Internet Services Private Limited

AUTHORIZATION

By

Signed by:PRIYANKA VASHIST
Date: 2019.01.30 12:51:00 +05:30
Location: India

ACCEPTANCE

I acknowledge receipt of this Internship Letter and, after reading and understanding the same, I accept the same on the terms set out herein.

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INTERNSHIP LETTER

Taanya N Anand
#11, 1st main Nanda Gokula, Gokulam 3rd stage
Mysore – 570002
IND

Dear Taanya,

On behalf of **Amazon Internet Services Private Limited**, a company incorporated under the laws of India, having its registered office at Ground Floor, Eros Plaza, Eros Corporate Centre, Nehru Place, New Delhi - 110019, Delhi (hereinafter the "Company" or "Amazon India"), we are very pleased to issue this Internship Letter for the position of an **Intern** at **Bangalore**, India.

Your internship with the Company will be subject to your acceptance of this Internship Letter and the terms and conditions set forth hereinbelow on or before 10 business days in the manner provided for by the Company.

Upon your acceptance of this Internship Letter, the same shall form a valid and binding agreement between Amazon India and you, and you shall be bound by the terms and conditions stipulated herein below.

1. Date of Commencement

Your internship with Amazon India will commence on **11-Feb-2019** and shall end as per the provisions contained in Section 12 herein below. The said duration of internship shall hereinafter be referred to as the "Term".

2. Duties

2.1 You will be engaged in the position of **Cloud Support-Intern**. Your manager will advise you about your duties and responsibilities after your joining with us. You will be expected to perform your duties to the best of your ability at all times as per the responsibilities advised by your manager at the time of joining or as amended from time to time, as well as such other tasks as may be required by Amazon India.

2.2 You will be required to comply with Amazon India's rules, regulations and policies from time to time in force, including, without limitation, those policies set out in Amazon India's Policies and Procedures (as may be applicable to you), as communicated to you. Amazon

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India reserves the right to change Amazon India's Policies and Procedures from time to time at its sole discretion and you shall be bound by the same, so far as may be applicable to you.

2.3 You acknowledge that during the Term, as the business of Amazon India changes, it may be necessary to rotate you in other departments / units. Amazon India therefore reserves the right to change your role and responsibilities from time to time at its sole discretion and without assigning any reason, it being understood that you will not be assigned responsibilities which you cannot reasonably perform.

2.4 Unless specified in writing, you shall not be authorised to enter into any contractual obligations on behalf of Amazon India or its affiliates including creating a lien (statutory or other), security interest, mortgage, pledge, assignment, encumbrance, chattel or conditional sale or other title retention agreement or any other financial obligations or otherwise on behalf of Amazon India or its affiliates.

3. Hours of Work

The normal business hours of the office, at which you work, will apply to you and these will be advised on commencement of internship and when there is a change. You may be required to work in shifts for different workhours or workdays during the week depending on the business or team that you may be working for. You will be advised by your manager or department about such requirements at the time of joining and from time to time during the course of your internship, as appropriate. Certain business teams also operate on 24x7 basis and hence, may have rotational shifts or related requirements for their respective team members. Please refer to Amazon India's Policies and Procedures for further details.

4. Place of Work

Your initial place of work will be at Amazon India's facility in Bangalore. However, you should be aware that the Company and/or its affiliates have offices throughout the world and because of the nature of your duties, the Company has the right to transfer you from one place to another or from one section to another or from one unit to any other unit of the Company, its parent company or to any of its sister concerns, which are either existing or may be set up in future. The decision of the Company in this regard shall be final and binding on you.

5. Remuneration

5.1 Your internship stipend will be Rs.**40,000** per month made payable in arrears and subject to all lawful deductions of tax.

5.2 Amazon India has the right to deduct from your stipend any sums which you may owe Amazon India, including without limitation, any over-payments or loans made to you by Amazon India or any demand raised by any judicial or quasi-judicial authority for your acts

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or omissions and / or losses suffered by Amazon India as a result of your negligence or breach of the terms contained in this Internship Letter/Amazon India's Policies (as may be applicable to you), or your failure to return Amazon India's property.

5.3 You will be reimbursed for any reasonable expenses incurred by you in the course of the performance of your internship on behalf of Amazon India, subject to your compliance with the Expenses Policy contained in Amazon India's Policies and Procedures (as may be applicable to you).

6. Leave and Benefits

You will not be entitled to any leaves or such other employee benefits during the term of your internship with Amazon India.

7. Confidential Information and Confidentiality Obligations

7.1 "Confidential Information" means and includes any information that relates to the business of the Company that is not generally available to the public. Without limiting the foregoing, Confidential Information includes:

(1) the identity of, contractual terms with, and any information relating to, the Company's business partners, customers, services clients, sellers, agents, employees, contractors, investors, joint venturers, vendors, or suppliers and the terms on which the Company does business with each such entity, or generally;

(2) computer code (including source code and object code) or software developed, modified, or used by the Company;

(3) data of any sort compiled by the Company, including, but not limited to, data relating to products and services, advertising and marketing, and existing or prospective customers, clients, vendors, or business partners;

(4) algorithms, procedures or techniques, or the essential ideas and principles underlying such algorithms, procedures or techniques, developed by, or whose workings are otherwise known to, the Company (but excluding any public domain algorithms, procedures, or techniques), whether or not such algorithms, procedures or techniques are embodied in a computer program, including, but not limited to, techniques for identifying prospective customers, communicating effectively with prospective or current customers, reducing operating costs, or increasing system reliability;

(5) the fact that the Company uses, has used, or has evaluated for potential use any particular database, source of data, algorithm, procedure or technique, or the essential ideas and principles underlying such algorithm, procedure or technique, developed or supplied by a party other than the Company (including

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any algorithms, procedures or techniques in the public domain), whether or not such algorithms, procedures or techniques are embodied in a computer program;

(6) pricing or marketing strategies developed, investigated, acquired (from a third party or otherwise), evaluated, modified, tested or employed by the Company, or any information related to, or that might reasonably be expected to lead to, the development of such strategies;

(7) information about the Company's future plans, including, but not limited to, plans for expanding into new products, geographical areas, market segments, or services;

(8) any information that would typically be included in the Company's financial statements, including, but not limited to, the amount of the Company's assets, liabilities, net worth, revenues, expenses, or net income;

(9) the following information which shall hereinafter be referred to as the "Disclosure Information":

(a) any and all algorithms, procedures or techniques related to the Company's business activities or to your work with the Company, and the essential ideas and principles underlying such algorithms, procedures or techniques, conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your internship with the Company, whether or not such algorithms, procedures or techniques are embodied in a computer program;

(b) any and all pricing or marketing strategies, the essential ideas and principles on which such strategies are based, and any information that might reasonably be expected to lead to the development of such strategies, conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your internship with the Company;

(c) information relating to any and all products and services, and the essential ideas and principles underlying any and all products and services, conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your internship with the Company, whether or not such products or services are marketed, sold, or provided by the Company; and

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(d) any other ideas or information conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your internship with the Company, if the idea or information could reasonably be expected to prove useful or valuable to the Company;

(10) any other information gained in the course of your internship with the Company that could reasonably be expected to prove deleterious to the Company if disclosed to third parties, including without limitation, any information that could reasonably be expected to aid a competitor or potential competitor of the Company in competing more effectively with the Company;

(11) any information received by the Company from third parties, whether or not under obligation of confidentiality;

(12) any information derived from any of the above, including any intellectual property rights attached thereto; and

(13) any copies of the above mentioned information.

7.2 Confidentiality Obligations:

(i) You acknowledge that you have acquired and/or will acquire Confidential Information during the course of, or incident to, your internship with the Company, and that the ability of the Company to continue in business could be seriously jeopardized if such Confidential Information were to be used by you or by other persons or firms to compete with the Company. Accordingly, you agree that you shall not, directly or indirectly, at any time, during the term of your internship with the Company or at any time thereafter, and without regard to when or for what reason, if any, such internship shall terminate, use or cause to be used any Confidential Information in connection with any activity or business except the business of the Company, and shall not disclose or cause to be disclosed any Confidential Information to any individual, partnership, corporation, or other entity unless such disclosure has been specifically authorized in writing by the Company, or except as may be required by any applicable law or by order of a court of competent jurisdiction, or any regulatory or governmental body. Further, you agree that you will give the Company prompt notice of any such order/direction of a court/ regulatory or governmental body so that the Company may seek relief by way of a protective order or other appropriate remedy, and further will provide any assistance which the Company may reasonably require in order to secure such order or such remedy (with your expenses reasonably incurred in providing such assistance to be reimbursed by the Company). In the event such protective

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order or other remedy is not obtained, you shall furnish only that portion of the Confidential Information which is legally required by the governmental entity or regulatory authority; and will use reasonable efforts to obtain confidential treatment for any Confidential Information so disclosed.

(i) During the course of your internship with the Company and at the date of termination thereof (hereinafter the "Date of Termination"), you shall promptly disclose and deliver over to the Company, without additional compensation, in writing, or in such form and manner as the Company may reasonably require, the Disclosure Information defined in Section 7.1(9) hereinabove, to the extent that such disclosure could reasonably be expected to be of interest to the Company.

(i) Nothing in this Internship Letter shall be deemed to dilute or waive any rights related to the protection of trade secrets that the Company may have under common law or any applicable statutes.

8. Intellectual Property Rights

8.1 All patents, copyrights, trade secrets, trade/commercial names, proprietary rights, logos, slogans and all other intellectual property rights developed by or for the Company by any person, including but not limited to intellectual property rights relating to any and/or all of the Confidential Information, ("Intellectual Property Rights") shall be owned by the Company.

8.2 For good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, you hereby agree to irrevocably, perpetually and unconditionally sell, assign, transfer and convey to the Company and its successors your entire right, title and interest in the Confidential Information and/or Intellectual Property Rights and any improvements thereto throughout the world, including, without limitation:

(i) all patents, copyrights, trade secrets, trade/commercial names, logos, other proprietary rights and all other intellectual property rights in the Confidential Information and all rights to secure registrations, renewals and extensions of the same;

(i) all rights to make, have made, use, practice, import, export and otherwise fully exploit the Confidential Information and any and all improvements that you or Company may hereafter make or develop;

(i) all rights to file and prosecute applications for patent, copyright and all other intellectual property protection covering the Confidential Information and improvements thereon, and the processes and designs embodied therein, in India, the United States and in every other country and jurisdiction throughout the world;

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(i) all rights under any patent, copyright and all other intellectual property which may be issued on the Confidential Information or the improvements thereon, and any processes and designs therein, and all rights to enjoy the same; and

(i) all documents, notes, notebooks, drawings, schematics, prototypes, magnetically encoded media, electronically stored information, or other materials related to the Confidential Information.

8.3 During the period of your internship with the Company and as may be reasonably necessary subsequent to your internship, you agree to cooperate with the Company as may be necessary to obtain patent, copyright and all other intellectual property protection for the Intellectual Property Rights and improvements thereto throughout the world and agree to do such further acts and execute and deliver to the Company such instruments as may be required to perfect, register or enforce the Company's ownership of the rights assigned, transferred or conveyed. If such cooperation is required after the Date of Termination, the Company shall compensate you at a reasonable rate for the time and related expenses actually spent by you at the Company's request. If you fail or refuse to execute any such instruments, you hereby appoint the Company as your attorney-in-fact to act on your behalf and to execute such instruments. This appointment shall be irrevocable and deemed to be a power coupled with an interest.

8.4 For the purposes of the assignment, transfer or conveyance referred to hereinabove, you acknowledge and covenant that your internship with the Company and the benefits received thereunder shall be treated as good and valuable consideration and that you are not entitled to any further consideration in any form or manner whatsoever in relation thereto.

8.5 Notwithstanding any other provision hereof to the contrary, this Internship Letter does not obligate you to assign or offer to assign to the Company any of your rights in an invention for which no equipment, supplies, facilities, Intellectual Property Rights, Confidential Information or trade secret information of the Company was used and which was developed entirely on your own time, unless (a) the invention relates (i) directly to the business of the Company, or (ii) to the Company's actual or demonstrably anticipated research or development, or (b) the invention results from or is related to, any work performed by you for the Company.

8.6 No Grant of Rights.

You agree that all rights, title and interest in the Intellectual Property Rights and Confidential Information shall be owned exclusively by the Company. Nothing herein contained shall be construed as a grant by implication, estoppel or otherwise, of a license of any kind by either you to the Company, or by the Company to you, for example, to make, have made, use or sell any product using the Intellectual Property Rights, Confidential Information, or as a license under any patent, patent application, utility model, copyright, mask work right, or any other intellectual property right.

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9. Data Protection

9.1 You authorise Amazon India to collect, process and transfer all your personal information obtained by Amazon India for the purpose of proactively managing the relationship.

9.2 You further authorise the transfer to, and storage of, your personal information in the worldwide database currently located in Seattle, Washington, U.S.A. (or such other location as Amazon India determines from time to time). Human Resources and selected management throughout the Amazon group worldwide will be authorised to access this database.

10. Exclusivity

During your internship, you will be required to devote your full time, attention and abilities to your assignment, and to act in the best interests of Amazon India at all times. You shall not, without the written consent of Amazon India, be in any way directly or indirectly engaged or concerned in any other business or undertaking or undertake any internship therein.

11. Relationship of parties

This internship opportunity neither creates the relationship of employer and employee between the Company and you, nor does it assure or guarantee future employment with the Company.

12. Termination of Internship

12.1 Your internship will automatically end on **12-Jul-2019**, unless terminated earlier as per the provisions of this Section.

12.2 This Internship Letter may be terminated either by the Company or by you at any point of time during the Term, without providing any reasons for such termination. Such termination shall be valid and effective only if communicated to the other party in writing at least one day prior to the date of termination.

12.3 On the expiry or sooner termination of your internship for any reason whatsoever, you will return to Amazon India, without delay, all assets belonging to Amazon India, correspondence, records, specifications, models, notes, formulations, lists, papers, reports and other documents and all copies thereof and other property belonging to Amazon India or relating to its business affairs or dealing which are in your possession or under your control. At Amazon India's option, you agree to provide a written certification of your compliance with this Section. Further, you agree to sign a termination certificate in accordance with Amazon India's Policies and Procedures, which will reaffirm your compliance of your post-termination obligations, including return of Amazon India's property/properties and releasing Amazon India from all claims, liabilities and obligations. Where Amazon has made any excess payment to you as part of your relieving formalities,

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whether or not such excess payment is termed "Full and Final Settlement", you shall be obligated and liable to repay such excess amount forthwith upon being notified by Amazon.

13. Background Investigation

13.1 It is Amazon India's policy to investigate all its new interns. Your internship is conditional upon the information contained in your application form and/or curriculum vitae being true and accurate, including (but not limited to) your educational and professional qualifications, the documents furnished by you being genuine, and upon reference checks to be conducted by Amazon India being successfully completed.

13.2 You authorise Amazon India to conduct such searches with government or enforcement authorities as are necessary to enable it to verify that you do not hold any criminal convictions.

14. Foreign Nationals

14.1 In case you are not an Indian national and, under any law, are required to obtain applicable visa / work permit / authorisation or permission from appropriate government authorities to work in India, you are required to ensure all such permissions are obtained before commencement of internship with Amazon India.

14.2 You are also required to ensure all future correspondence and permissions for continued stay and internship in the country as per the governing law are complied with at all times. If required, Amazon shall be at liberty to demand copies / originals of such permission.

14.3 It is made clear that possessing valid work permit / authorisation at all times of your internship is an inherent requirement of your internship with Amazon India. Any time after the execution of this Internship Letter, if it is found that you do not have required work permit / visa, Amazon India shall terminate your internship, without notice, with immediate effect, without any liability towards you.

15. Representations and Warranties

You hereby represent and warrant to the Company that:

15.1 you shall not, during the course of your internship with the Company, use or disclose any document/s that in any way constitutes confidential, proprietary of trade secret information of a third party, except pursuant to written authorization by such third party to do so;

15.2 you are not in unauthorized possession or control of any document/s that in any way constitutes confidential, proprietary of trade secret information of a third party;

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15.3 You confirm that there are no other agreements executed by you with third parties that conflict with the terms and conditions of your internship with Amazon India or that restrict your ability to execute this Internship Letter.

15.4 You hereby represent and warrant that the information furnished by you for the purpose of your internship with the Company is true and correct to the best of your information, knowledge and belief.

16. Notices

All notices issued by you to the Company or by the Company to you shall be sent either by registered post, courier through a recognised courier service provider or email transmission which shall be deemed to have been received the next working day provided the notice is also sent by registered post the next working day after email transmission.

17. Waiver

Failure of the Company to insist upon strict adherence of any term of this Internship Letter on any occasion/s shall not be considered a waiver thereof or deprive the Company of the right thereafter to insist upon strict adherence to that term or any other term of this Internship Letter.

18. Severability

The holding of any provision of this Internship Letter to be illegal, invalid, or unenforceable by a court of competent jurisdiction shall not affect any other provision hereof, which shall remain in full force and effect.

19. Liability for Breach

You acknowledge and accept that your breach of any of the terms contained in this Internship Letter and/or Amazon India's Policies and Procedures (as may be applicable to you) may cause the Company irreparable harm for which there is no adequate remedy at law, and therefore, the Company shall be entitled to the issuance by a court of competent jurisdiction of an order of injunction, restraining order, or other equitable relief in favor of itself, without the necessity of posting a bond, restraining you from committing or continuing to commit any such violation. Exercise or waiver by the Company of its rights to obtain an injunction, restraining order, or other equitable relief hereunder shall not be deemed a waiver of any right to assert any other remedy the Company may have at law or in equity. In any legal action or other proceeding by the Company against you in connection with this Internship Letter (e.g., for recovery of damages or other relief), the Company will be entitled to recover its reasonable attorneys' fees and other costs incurred.

REGISTERED OFFICE :
Ground Floor, Eros Plaza, Eros Corporate Centre, Nehru Place, New Delhi - 110019, Delhi
Tel. : + 91 - 80 [illegible] - 3062 5685
CIN : U72200DL2012PTC[illegible]27638

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

Signature Not Verified
Digitally signed by [illegible]
CN=SUKUMARA [illegible] MANARA, SERIALNUMBER=09c71c7430050[illegible]d30f0bf7df6ea45d76c824ff43c67a40809fdf41420957ae, S=Karnataka, PostalCode=570006, Phone=6c62dc6a97e4c1a62[illegible]1dd89ff89c15c36e9252e3ca1b465469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND TECHNOLOGY UNIVERSITY, C=IN
02.02.2024 22:35

20. Governing Law and Jurisdiction

Your internship, and any disputes which may arise under, out of, or in connection with your internship, shall be governed by and construed in accordance with the laws of India; and the Courts having territorial jurisdiction over the registered office of the Company shall alone have exclusive jurisdiction to try and entertain such disputes to the exclusion of any other Courts situated elsewhere.

21. Agreement/Modifications

The terms described in this Internship Letter and in Amazon's Policies and Procedures (as may be applicable to you), will cumulatively constitute the terms of your internship, and shall supersede any previous discussions, offers, or agreements relating to your internship, or the subject matter hereof. Any additions to, deletions of, or modifications of these terms are valid and effective only if the same are carried out in writing and signed by you and an officer of Amazon India.

22. Headings

The Section headings appearing in this Internship Letter are used for convenience of reference only and shall not be considered a part of this Internship Letter or in any way modify, amend or affect the meaning of any of its provisions.

23. Survival

Your obligations under Sections 7, 12, 17, 18, 19, 20 and this Section 23 hereof shall survive the termination of this Internship Letter and of your internship with the Company.

REGISTERED OFFICE :
Ground Floor, Eros Plaza, Eros Corporate Centre, Nehru Place, New Delhi - 110019, Delhi
Tel. : + 91 - 80 - 3942 69[illegible] Fax : +91 - 80 - 3062 5685
CIN : U72[illegible]

Signature Not Verified
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02.02.2024 22:35

amazon® | Internet Services Private Limited

You undertake to be bound by any rules and regulations enforced by Amazon India from time to time in relation to the conduct, discipline, medical leave and holidays or on any matters relating to service conditions which will be deemed as rules, regulations and order as a part of these terms of internship.

For and on behalf of Amazon Internet Services Private Limited

AUTHORIZATION

By

Signed by:PRIYANKA VASHIST
Date: 2019.01.30 12:51:00 +05:30
Location: India

ACCEPTANCE

I acknowledge receipt of this Internship Letter and, after reading and understanding the same, I accept the same on the terms set out herein.

REGISTERED OFFICE :
Ground Floor, Eros Plaza, Eros Corporate Centre, Nehru Place, New Delhi - 110019, Delhi
Tel. : + 91 - 80 - 3562 [illegible] Fax : +91 - 80 - 3062 5685
CIN : U72[illegible]27638

Signature Not Verified
PRIYANKA VASHIST
SERIALNUMBER=09c71c743050[illegible]f3f0bf7df6ea45d76c824ff43c67a40809fdf41420957ae, S=Karnataka, PostalCode=570006, Phone=6c62dc6a97e4c1a626[illegible]1dd89ff89c15c36e9252e3ca1b465469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND TECHNOLOGY UNIVERSITY, C=IN
02.02.2024 22:35

Extreme
Customer-Driven Networking

Extreme Networks India Private Limited
(U72100TN2004PTC054682)
Temple Steps, (4th, 7th & 8th Floor)
184 - 187, Anna Salai / Saidapet, Chennai - 600015. India
Phone: +91 44 3000 2200 / Fax: +91 44 3000 2317
www.extremenetworks.com

CS

Extreme Networks India Private Limited

CONFIDENTIAL

Offer Letter

16th February, 2019

Ms. Tejaswini Lokesh
#481, GANU
12th Cross, 15th Main
Vijaynagar 3rd Stage, B-Block
Mysore, Karnataka – 570006

Dear Tejaswini,

Extreme Networks India Private Limited ("Company"), a subsidiary of Extreme Networks Inc., San Jose, USA("Extreme"), is pleased to offer you a position with the Company as **Associate QA SW Engineer** reporting to **Chandrasekar Ramanathan, Director of QA Engineering** of the Company, effective 1st June 2019.

You will receive a total salary as shown in Annexure A, Section 5.1 of Rs. 820,000 per annum including Provident Fund and Gratuity made by the Company on your behalf from the date you commence employment with the company.

This letter, along with the other employment agreements that Extreme will provide to you for review during the hiring process, including but not limited to agreements relating to proprietary rights between you and Company, any employer handbooks, and the agreement setting out the terms and conditions of your employment between you and the Company, a draft of which is annexed at annexure "A", will represent the entire agreement between you and the Company, and will supersede any and all prior representations or agreements, whether written or oral. This offer is contingent upon you agreeing to all such terms and conditions. This letter may not be modified or amended except by a written agreement, signed by you and the Company.

We request that you confirm your acceptance of this offer on or before 18th February 2019 ("Acceptance Date"). This offer will expire upon the Acceptance Date.

As an employee of the Company, you will have access to certain Company confidential information and you may, during the course of your employment, develop certain information or inventions, which will become the property of the Company, or its parent or subsidiary companies, or that of its customers or partners. You will be required to sign the Company's Proprietary Information and Inventions Agreement as a condition of your employment. We wish to impress upon you that we do not want you to bring with you any confidential or proprietary material of any former employer, or to violate any other obligation to your former employers. Also, you represent that you are not subject to any restrictions that prevent you from working for the Company.

JSS SCIENCE AND TECHNOLOGY UNIVERSITY

Signature Not Verified

SOKKALINGAM ARUMUGAM DHANARAJ
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Please sign this letter along with the Company's Proprietary Information and Inventions Agreement as a token of your acceptance of the terms and conditions of your employment. Your signature below will acknowledge that you have read, understood and agreed to the terms and conditions of this offer.

Please note that the terms and conditions of your employment, including all elements of your compensation package, are completely confidential and are not to be disclosed to or discussed with anybody except your legal counsel, without appropriate authorization of Company management.

We very much look forward to welcoming you to the Extreme Networks team, and we believe you will make a fantastic contribution to the Company. Congratulations and welcome to Extreme Networks India Private Limited.

For Extreme Networks India Private Limited.



Katayoun Motiey
Director

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

Signature Not Verified

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Annexure A

TERMS AND CONDITIONS

1. Date of Commencement

1.1 The first three months of your employment shall be considered a probationary period. Upon successful completion of this probationary period, you will be appointed as a regular employee of the Company. You will be deemed to be on probation till you receive the letter of confirmation in writing from the management.

1.2 Your employment with the Company will commence on **1st June 2019** and will continue until terminated in accordance with Section 13 below.

2. Title and Duties

2.1 You shall be employed as **Associate QA SW Engineer**

2.2 You will perform all acts, duties and obligations and comply with such orders as may be designated by the Company and which are reasonably consistent with your job title. The Company may require you to undertake the duties of another position, either in addition to or instead of the above duties, it being understood that you will not be required to perform duties which are not reasonably within your capabilities.

2.3 The Company may require you (as part of your duties of employment) to perform duties or services not only for the Company but also for any of its associated companies where such duties or services are of a similar status to or consistent with your position with the Company.

2.4 You agree that any of the changes which may occur pursuant to this Article 2 will not affect or change any other part of these Terms and Conditions, and will not constitute constructive dismissal.

3. Hours of Work

3.1 Your normal working hours will be from 8:30 a.m. to 5:30 p.m., Monday to Friday, with a one-hour break for lunch, between 12:00 and 1:00 p.m. However, the Company reserves the right to change your start and finish times and the days upon which you work.

3.2 You may also be required to work additional hours by way of overtime either as and when requested to do so by the Company or when the proper performance of your work so requires.

4. Place of Work

4.1 You will be notified of your place of work by the Company. However you may be required to work at any other premises, which the Company currently has or may later acquire in India.

4.2 You may also be required to travel within India and abroad for the performance of your duties.

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5. Remuneration, Expenses and Deductions

5.1 Your salary structure is as shown in the table below. The salary shall be subject to income tax deduction at source (TDS) as per taxation laws.

Annual Salary Structure In INR	
Basic Salary	369,000
Flexible Benefit Plan* (FBP)	388,980
Sum Part A	757,980
Provident Fund Contribution by Company**	44,280
Annual Gratuity Contribution	17,740
Sum Part B	62,020
Annual Salary (Cost to Company-CTC) (Sum of Part A + B)	**820,000**

- FBP comprises of Allowances such as House rent Allowance (HRA), Conveyance Allowance, Medical Allowance, Food Card Allowance, Leave Travel Allowance, Fuel Allowance, Driver Allowance, Telephone Allowance, Special Allowance. Employees can make choices of values under each of these allowances, from amount indicated under FBP. Post their choices, remaining amount, if any, from FBP shall automatically be moved to and paid as Special Allowance.

** **Company** shall deduct your contribution to Provident Fund @**12%** of basic pay and an equal amount shall be contributed by the company as per law.

In addition to Annual Salary you will be eligible for Medical Insurance, Group Personal Accident Insurance, Group Term Life Insurance, and Variable Bonus based on Company Policies.

5.2 You will be paid or reimbursed for any reasonable expenses properly incurred by you while performing your duties on behalf of the Company, subject to your producing receipts in respect of such expenses when requested by the Company, and subject to your compliance with the Company's rules and policies relating to expenses. The company shall reimburse your official calls made on mobile and land line telephone at home as per the policy.

5.3 As an employee of the Company, you will be eligible to participate in the Extreme Incentive Bonus Plan with a target of 7% of your eligible earnings (Sum Part A in Table under 5.1) received during the plan's performance period, less applicable taxes and withholdings. To be eligible for the Incentive Plan for the current half year, your first day of employment must be prior to [April 1st].Eligible earnings generally include regular and premium wages received for time worked, and paid time off including observed holidays and vacations. Eligible earnings generally do not include business reimbursements, allowances, accrued retirement or severance benefits, or payments made to you by third party insurers even when these payment types are available to you because of your employment with the Company. Your payout is subject to the achievement of specific corporate performance objectives and the eligibility requirements of the Extreme Incentive Bonus Plan, and may be adjusted based on your personal contributions and performance. You must be an active employee of the Company at the time of payout to participate in and receive the Incentive Bonus Plan payout. The terms and conditions of the then-current Extreme Incentive Bonus Plan control any calculation and payout, and Company reserves the right to amend or terminate the Extreme Incentive Bonus Plan and/or any component of the Extreme Incentive Bonus Plan at any time and for any reason, without advance notice to any employee.

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

Signature Not Verified
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02.02.2024 22:35

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184 - 187, Anna Salai / Saidapet, Chennai - 600015. India
Phone: +91 44 3000 2200 / Fax: +91 44 3000 2317
www.extremenetworks.com

6. Holidays

6.1 Your holiday entitlement is subject to the Company's terms and conditions of employment, from time to time, contained in the Company's Employee Handbook. You are entitled to 30 working days' paid holiday in each complete calendar year. No paid holiday time will accrue during periods of leave of absence, except as and where required by applicable employment standards statute. Your unused paid holidays; including those remaining after each calendar year shall be subject to the Company's policy, as modified from time to time, and in accordance with the laws of India.

6.2 You must obtain the prior approval of your manager before booking holiday dates. Not more than two weeks may be taken at any one time, save at the manager's discretion.

7. Sickness

You must inform the Company by no later than 10:00 a.m. if you are absent from work by reason of sickness or injury. If you are absent for one working day or more, you must provide a medical certificate or other evidence acceptable to the Company.

8. Benefits

8.1 You are entitled to medical benefits under the Company's policy subject to its terms and conditions from time to time, when available.

8.2 You are entitled to life insurance under the Company's policy subject to its terms and conditions from time to time, when available.

8.3 You will be enrolled in the Company's Provident Fund scheme subject to its terms and conditions from time to time, when available.

8.4 Details of the scheme(s) referred to sub - sections 8.1, 8.2, and 8.3 above can be obtained from the Company's HR Department. The Company reserves the right to terminate or substitute other scheme(s) for such scheme(s) or amend the scale of benefits of such scheme(s) including the level of benefits. If any scheme provider (including but not limited to any insurance company) refuses for any reason (whether based on its own interpretation of the terms of the insurance policy or otherwise) to provide any benefits to you, the Company shall not be liable to provide any such benefits itself or any compensation in lieu thereof.

9. Company's Employee Handbook

9.1 The provisions of the Company's Employee Handbook (as amended from time to time) shall govern your employment except so far as they are inconsistent with the terms of this letter. You will be given a copy of the Company's Employee Handbook when available.

10. Company Policies

10.1 The Company is an equal opportunity employer and does not permit discrimination or harassment on the ground of sex, pregnancy, marital or family status or disability.

10.2 The Company complies with its statutory obligations regarding the personal data of its employees.

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184 - 187, Anna Salai / Saidapet, Chennai - 600015. India
Phone: +91 44 3000 2200 / Fax: +91 44 3000 2317
www.extremenetworks.com

11. Confidential Information

11.1 You agree to be bound by the Company's Proprietary Information and Inventions Agreement.

12. Exclusivity of Service

12.1 You are required to devote your full time, attention and abilities to your job duties during working hours, and to act in the best interests of the Company and its associated companies at all times during the course of your employment with the Company.

12.2 You must not, during the course of employment with the Company, without the written consent of the Company, in any way directly or indirectly (i) be engaged or employed in, or (ii) concerned with (in any capacity whatsoever) or (iii) provide services to, any other business or organisation.

12.3 During the term of employment and for a period of one (1) year immediately following the expiration or earlier termination of employment, you agree not to interfere with the business of Company in any manner. By way of example and not of limitation, you agree not to solicit, induce, hire or encourage or cause others to solicit, induce, hire or encourage any employee or independent contractor of Company, to terminate or breach an employment, contractual or other relationship with Company.

13. Termination of Employment

13.1 During probationary period or after completion of your probationary period or if no probationary period applies, either party may terminate your employment on not less than 2 (two) month's written notice or payment of salary in lieu thereof. For this purpose, salary shall mean Cost to Company (CTC). These provisions are subject to paragraphs 13.2 and 13.3. Your resignation will become effective and final notwithstanding the fact that the communication of acceptance does not reach you. However, in case any disciplinary proceedings are either contemplated or pending against you, the management will have the right not to accept your resignation.

13.2 The Company reserves the right to require you not to attend work and/or not to undertake all or any of your duties of employment during any period of notice (whether given by you or the Company), provided always that the Company shall continue to pay your salary and contractual benefits for the duration of this agreement. You agree that your obligations under section 11 and of good faith, loyalty and fidelity shall remain in force for the duration of this agreement notwithstanding any period of garden leave.

13.3 On termination of your employment, you must immediately return to the Company in accordance with its instructions all equipment, correspondence, records, specifications, software, disks, models, notes, reports and other documents and any copies thereof and any other property belonging to the Company or its associated companies (including but not limited to the Company car, keys, credit cards, equipment and passes) which are in your possession or under your control. You must, if so required by the Company, confirm in writing that you have complied with your obligations under this section 13.3.

14. Warranty and Undertaking

You represent and warrant that you are not subject to any agreement, arrangement, contract, understanding, court order or otherwise, which in any way directly or indirectly restricts or prohibits you from fully performing the duties of your employment, or any of them, in accordance with the terms and conditions of this letter.

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

Signature Not Verified
SOKKALINGAM ARUMUGAM DHANARAJ
CN=SOKKALINGAM ARUMUGAM DHANARAJ, SERIALNUMBER=09c71c7430509d390bf7df6ea45d76c824ff43c67a40809fdf41420957ae, S=Karnataka, PostalCode=570006, Phone=6c620c5a97e4c1a626827ddd89ff89c15c36e9252e3ca1b465469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND TECHNOLOGY UNIVERSITY, C=IN
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www.extremenetworks.com

15. Definitions

15.1 For the purpose of this Letter, the following words and expressions shall have the meanings set out below:

15.2 "Company" shall include the successors in title and assigns of the Company and its associated companies.

15.3 "India" means the Republic of India.

16. Miscellaneous

16.1 The various provisions and sub-provisions of this letter are severable and if any provision or sub-provision or identifiable part thereof is held to be invalid or unenforceable by any court of competent jurisdiction then such invalidity or unenforceability will not affect the validity or enforceability of the remaining provisions or sub-provisions or identifiable parts thereof in this letter.

16.2 It is understood that this employment is being offered to you on the basis of the particulars submitted by you in your application for employment. However, if at any time it should emerge that the particulars furnished by you are false/incorrect or if any material or relevant information has been suppressed or concealed this appointment will be considered ineffective and irregular and would be liable to be terminated by the management forthwith without notice. This will be without prejudice to the right of the management to take disciplinary action against you for the same.

16.3 This letter is governed by and construed in accordance with laws of India, and you and the Company submit to the non-exclusive jurisdiction of the courts at Chennai, whether they be civil courts, labour courts, Industrial Tribunals or any other courts or authority of whatsoever nature.

16.4 Section headings are inserted for convenience only and will not affect the construction of this letter.

17. Notices. Any notices required or permitted hereunder shall be given to the appropriate party at the address specified above or at such other address as the party shall specify in writing, or by facsimile. Such notice shall be deemed given upon personal delivery to the appropriate address or if send by certified or registered mail, three (3) days after the date of mailing. Such notice shall be given upon generation of a facsimile transmission confirmation receipt if sent by facsimile.

Please will you sign both copies of this letter and return the top copy to me?

Yours sincerely

K. Motiey

Katayoun Motiey
Director

I agree with the terms and conditions of my employment with the Company as set out or referred to above.

Signed _____ Dated _____

Tejaswini Lokesh

Signature Not Verified
SOKKALINGAM ARUMUGAM DHANARAJ
CN=SOKKALINGAM ARUMUGAM DHANARAJ,
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Annexure B

Documents needed to be brought on the date of joining

1. Last revised compensation / offer letter of the previous company showing the break-up of the compensation and a photocopy of the same
2. Relieving and Experience letter(s) of all previous companies and one set of photocopies
3. Passport and one photocopy of the same
4. Form 16 of the previous company / Income and TDS statement from the previous company / Pay slips of the last company for all the months in the current financial year plus one set of photocopies
5. Three passport size photographs for Bank forms, Employee file and ID card
6. Degree certificate, Post-graduation certificate and any other certificate plus one set of photocopies
7. Latest resume as on the date of joining ENI

Note: Originals shall be returned the same day, after verification
Photocopies shall be retained for employee file

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CN=SOKKALINGAM ARUMUGAM DHANARAJ, SERIALNUMBER=09c71c7430509d93f0bf7df6ea45d76c824ff43c67a40809fdf41420957ae, S=Karnataka, PostalCode=570006, Phone=6c620c5a97e4c1a62fd27ddd89ff89c15c36e9252e3ca1b465469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND TECHNOLOGY UNIVERSITY, C=IN
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TEJASWINI L
CS
4JC15CS124

Extreme Networks India Private Limited

CONFIDENTIAL

Offer Letter

16th February, 2019

Ms. Tejaswini Lokesh
#481, GANU
12th Cross, 15th Main
Vijaynagar 3rd Stage, B-Block
Mysore, Karnataka – 570006

Dear Tejaswini,

Extreme Networks India Private Limited ("Company"), a subsidiary of Extreme Networks Inc., San Jose, USA("Extreme"), is pleased to offer you a position with the Company as **Associate QA SW Engineer** reporting to **Chandrasekar Ramanathan, Director of QA Engineering** of the Company, effective 1st June 2019.

You will receive a total salary as shown in Annexure A, Section 5.1 of Rs. 820,000 per annum including Provident Fund and Gratuity made by the Company on your behalf from the date you commence employment with the company.

This letter, along with the other employment agreements that Extreme will provide to you for review during the hiring process, including but not limited to agreements relating to proprietary rights between you and Company, any employer handbooks, and the agreement setting out the terms and conditions of your employment between you and the Company, a draft of which is annexed at annexure "A", will represent the entire agreement between you and the Company, and will supersede any and all prior representations or agreements, whether written or oral. This offer is contingent upon you agreeing to all such terms and conditions. This letter may not be modified or amended except by a written agreement, signed by you and the Company.

We request that you confirm your acceptance of this offer on or before 18th February 2019 ("Acceptance Date"). This offer will expire upon the Acceptance Date.

As an employee of the Company, you will have access to certain Company confidential information and you may, during the course of your employment, develop certain information or inventions, which will become the property of the Company, or its parent or subsidiary companies, or that of its customers or partners. You will be required to sign the Company's Proprietary Information and Inventions Agreement as a condition of your employment. We wish to impress upon you that we do not want you to bring with you any confidential or proprietary material of any former employer, or to violate any other obligation to your former employers. Also, you represent that you are not subject to any restrictions that prevent you from working for the Company.

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

Signature Not Verified

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Extreme
Customer-Driven Networking

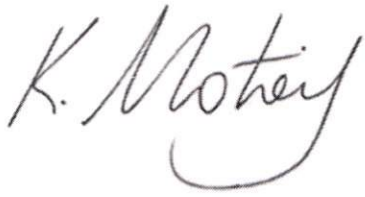
Extreme Networks India Private Limited
(U72100TN2004PTC054682)
Temple Steps, (4th, 7th & 8th Floor)
184 - 187, Anna Salai / Saidapet, Chennai - 600015. India
Phone: +91 44 3000 2200 / Fax: +91 44 3000 2317
www.extremenetworks.com

Please sign this letter along with the Company's Proprietary Information and Inventions Agreement as a token of your acceptance of the terms and conditions of your employment. Your signature below will acknowledge that you have read, understood and agreed to the terms and conditions of this offer.

Please note that the terms and conditions of your employment, including all elements of your compensation package, are completely confidential and are not to be disclosed to or discussed with anybody except your legal counsel, without appropriate authorization of Company management.

We very much look forward to welcoming you to the Extreme Networks team, and we believe you will make a fantastic contribution to the Company. Congratulations and welcome to Extreme Networks India Private Limited.

For Extreme Networks India Private Limited.



Katayoun Motiey
Director

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

Signature Not Verified

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02.02.2024 22:35

Varun . M
4JC15CS126
CSE

Dear Varun M,
SJCE
Email: varunm73at@gmail.com
Phone: +91 8660965165

21-Jan-2019

SUBJECT: Letter of Selection

We are pleased to offer you the position of **"Associate Software Engineer"** with BETSOL.
Your total CTC would be **₹ 4,50,000 (Five Lakhs only)** per annum.
The allowances, benefits and other terms and conditions of your employment will be as per Company policies as applicable from time to time. Your compensation will be reviewed in future as per Company policy.

On joining the company you shall be on probation for six months. You will abide by the rules and regulations of the company as may be applicable from time to time.

The detailed appointment letter will be given to you at the time of joining. We expect you to join on or before 1st July 2019, otherwise this offer stands withdrawn automatically.

Again, congratulations and welcome to the BETSOL family.

On behalf of
BETSOL

DocuSigned by:
6175C5BE4BBF4D6...

Gurpreet Kaur Jaggi
Operations Manager, BETSOL

I agree and accept the selection on the above terms and conditions

Varun M
SJCE, Bangalore

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

Signature Not Verified

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Sabre

30 November 2018
Veena Ganapati Revankar

Dear Veena,

Congratulations! On behalf of Sabre, I am pleased to extend to you this offer of temporary employment as an Intern. On acceptance, your internship will begin on **7 January 2019** and end on **31 July 2019**

You are entitled for monthly stipend of **INR 25,000/-** (statutory deductions are applicable), payable at the end of each month.

During your internship, you may have access to confidential business information belonging to the Company. By accepting this internship, you acknowledge that you must keep all this information strictly confidential and refrain from using it for your own purposes or from disclosing it to anyone outside the Company.

You are expected to observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment.

Upon conclusion of your internship, you will immediately return to the Company all its property, equipment and documents, including electronically stored information.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning a copy to the HR team.

If you have any questions, please reach out to the HR team.

Sincerely,

Aloysius Vijay, Sr Manager Talent Acquisition

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

Signature Not Verified

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Candidate Acceptance Signature: DocuSigned by: D3E92E0A0F0E4F2...

Date: 11/29/2018

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Sabre
Sabre Travel Technologies Pvt. Ltd.
Units 1 & 2, Level 2, Navigator Building, ITPB,
Whitefield Main Road, Bangalore - 560 066
India
CIN: U72900KA2004PTC035134

Tel : +91 80 4188 8888
Fax : +91 80 4188 8980
Email : sabre.blr@sabre.com
www.sabre.com

INTENT OF OFFER

19 July 2018

Sri Jayachamarajendra College of Engineering, Mysore

Dear Veena Ganapati Revankar,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you **Associate Software QA Engineering** with Sabre Travel Technologies Private Limited.

Please note that this offer does not give you the employee status of the Company. Your appointment as **Associate Software QA Engineering** comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions.

This communication does not confer you with any right of employment against the company until you join for induction and provide the required documentations per our communications.

Please note that the offer of appointment and continuation of employment thereof is subject to successful completion of qualifying exams, no pending arrears on completion of course and having minimum of 7 CGPA.

Your total compensation inclusive of one time joining bonus of **INR 75,000** and all benefits will be **INR 941,460** and the same will be subject to a deduction of applicable tax at source in accordance with the prevailing laws.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and plan your travel accordingly. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

Yours sincerely,

FOR SABRE TRAVEL TECHNOLOGIES

Aloysius Vijay
Sr Manager Talent Acquisition

We request you to please read and sign the enclosed copy of this letter and return it by **19 July 2018** to indicate your acceptance of this Offer.

Signature: Veena _____ Date: 19/07/2018

VEENA G R
(Name of the candidate)

Signature Not Verified

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Hewlett Packard
Enterprise

3 Dec, 2018

Vinyas Nakalu Sadananda

'Shri Nilaya', Piligoodu, Kaniyooru Post and Village, Belthangady Taluk, Dakshina Kannada, Karnataka

Dear Vinyas Nakalu Sadananda,

We are pleased to inform you that you have been selected for training with Hewlett Packard India Software Operation Pvt. Ltd. ("HPE" or the "Company") from 10 Jan, 2019 to 10 Jul, 2019 for a period of 6 Months under the guidance and supervision of Hemanand Chengalath. Your location would be Bangalore.

1. During the tenure of the project, you will be paid a stipend of Rs.20,000 per month. The payment of stipend shall depend on your unconditional presence at any location that may be stipulated herein above.
2. It is clearly understood that you are not in any manner providing any service to HPE and that the payment of stipend shall not in any manner be construed or deemed to be consideration for services rendered by you.
3. You will not be entitled to any statutory benefits of otherwise to which a regular employee of the company is entitled.
4. You will be entitled for 12 days leave per annum, weekly holidays and such other holidays declared by the Company.
5. During your training with the company you shall be bound by the company's rules and regulation applicable from time to time and any violation to this will result in immediate termination of your training.
6. During your training with the company you may come across certain confidential information related to the business of the company, any such information you shall not use or disclose to others or any third party in any circumstances.
7. You shall not publish your research / project report and about the company in any form in mass media and the same is to be treated strictly for academic purpose only.
8. You shall maintain utmost confidentiality on any information that you acquire during the project and sign the enclosed confidentiality agreement on or before the start of training period.
9. You shall not, during the period of your project study at HPE, copy, duplicate, decompile or translate any intellectual property of HPE without appropriate authorization. You shall not take out any intellectual property belonging to HPE, outside the work place or HPE's premises, without appropriate authorization from the supervisor.
10. You shall be obligated to compensate HPE appropriately, in the event you cause any loss or damage to any property that is owned or leased by HPE, during the training period.
11. It is expressly understood and agreed by and between us that the company shall in no way be liable /responsible for any injuries/ impairment in health arising during your training period.

FOR Company

Shalini Dutta

APJ Technology & Services Talent Acquisition Manager

FOR Employee

Name: _____

Signature: _____

Date: _____

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

Signature Not Verified

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Hewlett Packard
Enterprise

12. This offer of appointment is 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.

We look forward to having you join us and wish you a fruitful training with us.

Agreement Regarding Confidential Information and Proprietary Developments
India

Vinyas Nakalu Sadananda

1. **Consideration and Relationship to Employment.** As a condition of my employment with Hewlett Packard Enterprise or one of its subsidiaries, successors, assigns, or affiliates (referred to collectively as, "Company"), in return for Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties in such employment, I knowingly agree to restrictions provided for below that will apply during and after my employment by Company. I understand, however, that nothing relating to this Agreement will be interpreted as a contract or commitment whereby Company is deemed to promise continuing employment for a specified duration.

2. **Confidential Information.** This Agreement concerns trade secrets, confidential business and technical information, and know-how not generally known to the public (hereinafter "Confidential Information") which is acquired or produced by me in connection with my employment by Company. Confidential Information may include, without limitation, information on Company organizations, staffing, finance, structure, information of employee performance, compensation of others, research and development, manufacturing and marketing, files, keys, certificates, passwords and other computer information, as well as information that Company receives from others under an obligation of confidentiality. I agree to abide by the Company Confidential Information Policy and specifically agree that with regard to Company Confidential Information:

(a) to use such information only in the performance of Company duties;

(b) to hold such information in confidence and trust; and

(c) to use all reasonable precautions to assure that such information is not disclosed to unauthorized persons or used in an unauthorized manner, both during and after my employment with Company.

I further agree that any organizational information or staffing information learned by me in connection with my employment by Company is the Confidential Information of Company, and I agree that I will not share such information with any recruiters or any other employers, either during or subsequent to my employment with Company; further, I agree that I will not use or permit use of such as a means to recruit or solicit other Company employees away from Company (either for myself or for others).

FOR Company

Shalini Dutta
APJ Technology & Services Talent Acquisition Manager

FOR Employee
Name: _____

Signature: _____
Date: _____

Signature Not Verified

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3. **Proprietary Developments.** This Agreement also concerns inventions and discoveries (whether or not patentable), designs, works of authorship, mask works, improvements, data, processes, computer programs and software (hereinafter called "Proprietary Developments") that are conceived or made by me alone or with others while I am employed by Company and that relate to the research and development or the business of Company, or that result from work performed by me for Company, or that are developed, in whole or in part, using Company's equipment, supplies, facilities or trade secrets information.

Such Proprietary Developments are the sole property of Company, and I hereby assign and transfer all rights in such Proprietary Developments to Company. I also agree that any works of authorship created by me shall be deemed to be "works made for hire." I further agree for all Proprietary Developments:

(a) to disclose them promptly to Company;

(b) to sign any assignment document to formally perfect and confirm my assignment of title to Company;

(c) to assign any right of recovery for past damages to Company; and

(d) to execute any other documents deemed necessary by Company to obtain, record and perfect patent, copyright, mask works and/or trade secret protection in all countries, in Company's name and at Company's expense.

I understand that Company may delegate these rights. I agree that, if requested, my disclosure, assignment, execution and cooperation duties will be provided to the entity designated by Company.

This Agreement does not apply to an invention for which no equipment, supplies, facility or trade secret information of the employer was used and which was developed entirely on the employee's own time, unless (a) the invention relates (i) to the business of the employer or (ii) to the employer's actual or demonstrably anticipated research or development, or (b) the invention results from any work performed by the employee for the employer.

4. **Respect for Rights of Former Employers.** I agree to honor any valid disclosure or use restrictions on information or intellectual property known to me and received from any former employers or any other parties prior to my employment by Company. I agree that without prior written consent of such former employers or other parties, I will not knowingly use any such information in connection with my Company work or work product, and I will not bring onto the premises of Company any such information in whatever tangible or readable form.

5. **Work Product.** The product of all work performed by me during and within the scope of my Company employment including, without limitation, any files, presentations, reports, documents, drawings, computer programs, devices and models, will be the sole property of Company. I understand that Company has the sole right to use, sell, license, publish or otherwise disseminate or transfer rights in such work product.

FOR Company

Shalini Dutta
APJ Technology & Services Talent Acquisition Manager

FOR Employee

Name: _____

Signature: _____

Date: _____

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

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Enterprise

6. **Company Property.** I will not remove any Company property from Company premises without Company's permission. Upon the end of my employment with Company, I will return all Company property to Company unless Company's written permission to keep it is obtained.

7. **Protective Covenants.** I acknowledge that a simple agreement not to disclose or use Company's Confidential Information or Proprietary Developments after my employment by Company ends would be inadequate, standing alone, to protect Company's legitimate business interests because some activities by a former employee who had held a position like mine would, by their nature, compromise such Confidential Information and Proprietary Developments as well as the goodwill and customer relationships that Company will pay me to develop for Company during my employment by Company.

I recognize that activities that violate Company's rights in this regard, whether or not intentional, are often undetectable by Company until it is too late to obtain any effective remedy, and that such activities will cause irreparable injury to Company. To prevent this kind of irreparable harm and to protect Company's trade secrets, I agree that during my employment and for a period of twelve months following the end of my employment with Company, I will abide by the following Protective Covenants:

(a) **No Solicitation of Customers.** I will not (in person or through assistance to others) knowingly participate in soliciting or communicating with any customer of Company in pursuit of a Competing Line of Business if I either had business-related contact with that customer or received Confidential Information about that customer in the last two years of my employment at Company;

(b) **No Solicitation of Company Employees.** I will not (in person or through assistance to others) knowingly participate in soliciting or communicating with any Company Employee for the purpose of persuading or helping the Company Employee to end or reduce his or her employment relationship with Company if I either worked with that Company Employee or received Confidential Information about that Company Employee in the last two years of my employment with Company; and

(c) **No Solicitation of Company Suppliers.** I will not (in person or through assistance to others) knowingly participate in soliciting or communicating with any Company Supplier for the purpose of persuading or helping the Company Supplier to end or modify to Company's detriment an existing business relationship with Company if I either worked with that Company Supplier or received Confidential Information about that Company Supplier in the last two years of my employment with Company.

As used here, **"Competing Line of Business"** includes a business that involves a product or service offered or to be offered by anyone other than Company that would replace or compete with any product or service offered or to be offered by Company or its related corporations (unless Company and its related corporations are no longer engaged in or planning to engage in that line of business). **"Company Employee"** means an individual employed by or retained as a consultant to Company or its related corporations. **"Company Supplier"** means an individual, corporation, other business entity or separately operated business unit of an entity that regularly provides goods or services to Company or its related corporations, including without limitation any OEM, ODM or subcontractor.

FOR Company

Shalini Dutta

APJ Technology & Services Talent Acquisition Manager

FOR Employee

Name: _____

Signature: _____

Date: _____

Signature Not Verified

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8. **Enforcement.** I make these agreements to avoid any future dispute between myself and Company regarding specific restrictions on my post-employment conduct that will be reasonable, necessary and enforceable to protect Company's Confidential Information and Proprietary Developments and other legitimate business interests. The Protective Covenants are ancillary to the other terms of this Agreement and my employment relationship with Company. This Agreement benefits both me and Company because, among other things, it provides finality and predictability for both me and the company regarding enforceable boundaries on my future conduct. Accordingly, I agree that this Agreement and the restrictions in it should be enforced under common law rules favoring the enforcement of such agreements.

For these reasons, I agree that I will not pursue any legal action to set aside or avoid application of the Protective Covenants. This Agreement will survive the end of my employment with Company and shall, likewise, continue to apply and be valid notwithstanding any change in my duties, responsibilities, position, or title.

9. **Relief; Extension.** I understand that if I violate this Agreement (particularly the Protective Covenants), Company will be entitled to (i) injunctive relief by temporary restraining order, temporary injunction, and/or permanent injunction, (ii) recovery of attorneys' fees and costs incurred by Company in obtaining such relief where allowed by law, and (iii) any other legal and equitable relief to which Company may be entitled. Injunctive relief will not exclude other remedies that might apply. If I am found to have violated any restrictions in the Protective Covenants, then the time period for such restrictions will be extended by one day for each day that I am found to have violated them, up to a maximum extension equal to the time period originally prescribed for the restrictions.

10. **Severability; Authority for Revision; Assignment; Governing Law.** The provisions of this Agreement will be separately construed. If any provision contained in this Agreement is determined to be void, illegal or unenforceable, in whole or in part, then the other provisions contained herein will remain in full force and effect as if the provision so determined had not been contained herein. If the restrictions provided in this Agreement are deemed unenforceable as written, the parties expressly authorize the court to revise, delete, or add to such restrictions to the extent necessary to enforce the intent of the parties and to provide Company's goodwill, Confidential Information, Proprietary Developments and other business interests with effective protection. In the event the restrictions provided in this Agreement are deemed unenforceable and cannot be reformed to make them enforceable, then any prior agreements that I have made with Company relating to confidential information or proprietary developments shall not be deemed to have been superseded or otherwise affected by this Agreement, but instead shall remain in effect. The title and paragraph headings in this Agreement are provided for convenience of reference only, and shall not be considered in determining its meaning, intent or applicability. This Agreement will inure to the benefit of the parties' heirs, successors and assigns. This Agreement, including but not limited to the Protective Covenants, may be assigned by Company to a subsequent employer, successor or assign without the need for further authorization or agreement from me. This Agreement will be governed by the laws of the country and/or state identified as my work location in which I work at the time of its enforcement.

FOR Company

Shalini Dutta
APJ Technology & Services Talent Acquisition Manager

FOR Employee

Name: _____

Signature: _____

Date: _____

Signature Not Verified

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11. **Acceptance by Company.** A counterpart of this Agreement has been manually executed by a duly authorized representative to indicate Company's acceptance of the terms hereof and Company's covenant to perform its obligations hereunder (including, without limitation, Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties). Such acceptance on behalf of Company is conditioned upon my reciprocal agreement to such terms. I acknowledge the sufficiency of Company's acceptance of the terms hereof to establish the mutual rights and responsibilities defined herein.

12. **Acceptance by Employee.** By placing my signature below, I confirm that I have read and fully understood the terms of this Agreement, and have been at liberty to seek legal advice on the same prior to my acceptance of such terms.

FOR Company

Shalini Dutta
APJ Technology & Services Talent Acquisition Manager

FOR Employee
Name: _____

Signature: _____
Date: _____

Signature Not Verified

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02.02.2024 22:35

tayana
software solutions

Ms. Vishakha M
Mundathaje House, Barebettu Post
Kolnadu Village,Bantwal Taluk,
Dakshina Karnataka - 574323

10th October,2018

Dear **Ms. Vishakha,**

Sub : Appointment as "Engineer Trainee "

With reference to your application and the subsequent interview you had with us, we are pleased to appoint you as "**Engineer – Trainee**" subject to the terms and conditions, hereinafter contained :

This appointment as **"Engineer Trainee"** shall be for a period of **Twelve Months** commencing from **1st July,2019.**

You will initially report at our M/s. Tayana Software Solutions Pvt. Ltd., Jupiter Innovision Center, No. 54, Richmond Road, Bangalore – 560 025 to Ms. N Saralla of Human Resources Department. However, the management may in the course of your training require you to report at such other locations or to an Affiliate / Group Company, in or outside India.

You shall receive a total sum of **Rs. 3,00,000/-** (Rupees Three Lakhs Only) per annum. The break up of your payment is .

- Fixed Cost of Rs. 2,50,000/- per annum (Rupees Two Lakhs Fifty Thousand Only) – payable on monthly basis on or before the 7th of every month.
- Performance Pay of Rs.50,000/- (Rupees Fifty Thousand Only) per annum subject to your performance achievement level, discretion of management and to be on rolls at the time of disbursement.

The payment shall be made subject to deduction of statutory dues, as may be applicable. All tax liabilities arising out of this payment shall be borne entirely by you.

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During the period of training, you will have to make your own arrangements for lodging and boarding at the designated place of training. However, when you are required to travel / tour, out of your place of training, all reimbursement / allowances shall be as per the applicable rules of the Company. Holidays and leave of absence shall be as per the Company rules and policy, as may be applicable from time to time. You shall during the period of training not engage directly or indirectly in any trade or business or undertake any employment. Breach of this condition shall lead to termination of this appointment by the Company without any notice or compensation.

During your training period, you will be eligible for leaves as per company rules. In the event, you would like to avail leave for more than 3 days, you are required to take a written approval from the reporting manager three days in advance and if you are on sick leave it is your responsibility to keep your reporting manager informed. In case, we do not hear from you on your absence, the company is forced to take restrict action as required. Company will not tolerate any indiscipline from the employee.

During the period of your training, you would have access to documents, files, records, software programs and other information (of a financial, commercial or other nature) relating to the business of the Company that is proprietary and a trade secret of the Company. You shall maintain the confidentiality of all data / information with respect to the Company or its operations, failing which this Appointment shall be terminated without any notice or compensation.

During the period of training or on termination of this appointment, for any reason whatsoever, you will not communicate or permit the communication to any person who is not legally entitled thereto any information relating to the trade secret information and affairs of the Company.

Your performance will be evaluated every quarter , if found unsatisfactory, this appointment is liable to be terminated by the Company on giving you one month's notice in writing or in lieu thereof one month's stipend shall be paid to you.

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On completion of the training period and after an evaluation of your performance, the Company may at its discretion by a letter extend or terminate the training, or confirm your services in the Company, subject to availability of suitable vacancies, in terms of the letter of appointment to be issued. If such a letter is not issued to you within 10 days of the completion of your training period, it shall be deemed that your training stands terminated.

This offer is made to you assuming that you will secure an aggregate of 65% in all semesters failing which the offer is withdrawal without notice. You are required to furnish your semesters mark sheets to the HR Department immediately once you receive from your college.

If your services are confirmed, your annual remuneration will be fixed as per the Company norms and you shall be entitled to such benefits and perquisites as may be applicable to your grade and position, as per the Company policy and rules.

In the event of your being selected for overseas training you shall sign a Service Agreement, as per the rules of the Company.

This appointment is liable to be terminated by the Company on giving you one month's notice in writing or in lieu thereof one month's stipend shall be paid to you.

The Company will incur the costs and expenses of your training. In the event of failure on your part to complete the training as per this appointment, the company shall be entitled to treat the same as a breach and you shall be liable to refund to the company the sum of Rs. 90,000/- (Rupees Ninety Thousand Only) as liquidated damages, without prejudice to any other relief that the Company shall be entitled to seek under law.

You are required to make a full and frank disclosure of any dealing you propose to enter directly or through any of your relatives or family members with any of the Company's agents, Clients, Customers, resellers, dealers, vendors, suppliers, subcontractors or the like by whatever name.

During the period of your training with the Company, you shall not either give or accept any gifts or favors from any source. You shall abide by and comply with all the rules of conduct and regulations of the Company as applicable and maintain utmost discipline and good conduct. Any act in the violation of the same will be deemed to be a breach of contract and the Company shall execute its right to terminate this appointment.

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At the time of reporting for training, please ensure to bring the following:

- Xerox copy of proof of date of birth & educational qualifications together with the originals (SSLC, Degree and All semesters)
- Three stamp-sized and three passport sized photographs.
- Proof of Permanent Address

This offer of training is subject to satisfactory investigation of your credentials and if it is found at any time that you have made any false statements or suppressed any material information, it shall lead to termination of the training by the Company without any notice to you or any compensation in lieu thereof.

It may be noted that if you do not return the duplicate copy of this letter on or before the date specified, it shall be deemed that you are not interested and the same will stand automatically withdrawn with effect from the said date.

If the terms of our offer are acceptable to you, please sign and return the duplicate copy of this letter in token of your acceptance. In case of acceptance of this offer, you will have to join our services on or before **1st July,2019**

Yours sincerely,

K M George
Executive Director & President

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June 17, 2019

Vishakha Mundathaje
Mundathaje House, Barebettu Post
Kolnadu village, Bantwal Taluk
Dakshina Kannada-574323, Karnataka, India

Dear Vishakha,

We are pleased to appoint you to the position of **Associate Software Engineer** (External Designation corresponding to internal Career Level **E1**) with **APPLIED MATERIALS INDIA PRIVATE LIMITED (Company).** You will be reporting to **Mahalakshmi Ganapathy.** The terms and conditions of your employment with the company are set forth below. Your employment is contingent upon your background security clearance and agreement to the terms and conditions set forth below, as evidenced by your signing the acknowledgement copy of this letter and returning it to us.

1. **Place of Work:**
Your initial place of work will be in **Bangalore.** In the event of a work transfer, you may be transferred to any location of the company. You shall abide by the rules and regulations pertaining to the company at your work location. Further, you expressly agree that the company reserves the right to transfer your services, or any other capacity or location of the company's operations of any of its divisions or subsidiaries/group entities, its parent or the operations of its parent, which it may consider appropriate.

2. **Compensation and Benefits:**
   2.1 Your cost to company (CTC) is INR **894586** per annum **(Rupees Eight Lakh Ninety Four Thousand Five Hundred and Eighty Six only).** A break up of your CTC is provided in **Annexure I.** The CTC includes the following components:
   a. **Base Salary:** Includes basic salary, house rent allowance (HRA), leave travel allowance (LTA), lunch coupon and special allowance.
   b. **Incentive Plan:** You will be eligible to participate in the Applied Materials incentive plan, as offered from time to time, at such time and such degree as this plan is made available to employees of Applied Materials. Your eligibility and rights under this plan will be governed solely under the terms of the plan and the applicable Applied Materials' policy in effect from time to time.
   c. **Retirals:** As part of your employment with the company you will be eligible for certain retiral benefits which would include participation in the provident fund and gratuity program. Details are provided in **Annexure I.**

   2.2 Over and above your CTC, you will also be eligible for the following additional programs to make your association with the company more rewarding and convenient.
   a. **Relocation Assistance:** Relocation assistance would cover the following expenses:
      - Relocation allowance of one month base salary, from a minimum of INR 50,000 to a maximum of INR. 200,000.
      - One way airfare/train for self and dependent family members as defined in the employee domestic relocation policy.
      - Household shipment by road from home location to the new location limited to one shipment.
      - Transportation costs from home to airport or railway station in the home location and to place of stay at the new location upon arrival.
      - Temporary accommodation in company designated apartment for 15 days from the hire date.

Vishakha

Acceptance Signature

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- Temporary transportation between office and place of stay in new location for 15 days from the hire date.
- Brokerage fees towards finding a rental accommodation up to a maximum of one month rent.
- Vehicle registration up to 1 vehicle if relocation does not include family and up to 2 vehicles if relocation includes family (original owner of vehicles should be in the name of the employee or his/her spouse).

Note:

- All the expenses above except relocation allowance will be reimbursed based on actuals.
- "Dependent family members" refer to members residing within same household as the employee, as per company Medical Insurance Policy.
- Employees who voluntarily terminate their employment or are involuntarily terminated due to disciplinary action within 12 months of start date are required to repay all relocation costs.

b. **Vacation:** You will be entitled to 15 days of vacation per completed calendar year of service during the first two years and 20 days of vacation after completion of two years of service. Such leave would be pro-rated according to the number of completed months of service in your first year of service. In addition to the above, you also will be entitled to 13 days of casual-cum-sick leave in a completed calendar year. Such vacation will be taken by you at times that will be determined depending upon the requirements of the business activities of the company and depending upon the provisions of national law, unless the company and you shall otherwise specifically agree.

2.3 **Benefits:** As an employee on the company you are eligible for certain employment benefits, details of which are provided in **Annexure II**. The company reserves the right to amend or discontinue the benefit plans as set out in this clause 2.3, in its sole discretion and without compensation to you for such amendment or discontinuance.

3. **Confidential Information:**

By way of illustration, without limitation, "confidential information" as used in this letter shall include trade secrets as well as proprietary data, such as: (a) technical information, including manufacturing techniques, concepts, processes, formulas, designs, source code, drawings, manuals, test results, specifications, and know-how; (b) commercial information, including marketing and business plans, sales strategies, forecasts, financial information, budgets, projections, production plans, product inventory and launch plans, and price lists; (c) personnel information, including organization charts and job assignments, salaries, skills, abilities, performance reviews and qualifications of other employees; and (d) customer and supplier information, including contact lists, organization charts, product requirements, and purchase histories.

During the course of your employment, you will learn and/or be privy to confidential information of the Company and/or its parent Applied Materials. Inc. or its successors, affiliates and subsidiaries. Preservation of the secrecy of such confidential information is of great value and importance to the Company and its customers. You therefore agree that both during your employment and at all times thereafter, you will not directly or indirectly use, disclose, reproduce or make copies of any such confidential information, whether such information is or was acquired by you before the commencement of employment with the Company, in the course of employment hereunder or otherwise, except with prior written approval from the Company and/or its customers, as the case may be. During the course of your employment, you may be requested to sign additional, specific confidentiality agreements for the benefits of the Company's customers and you agree to do so. You also may receive documents, files or other materials (including computer generated or stored

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Acceptance Signature

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matters) which contain confidential information. You agree to return all such document, files, materials, other property of the Company and its parent, and any and all copies thereof, before termination of your employment.

4. **Non-Compete:**
Your employment with the Company shall be on an exclusive and full-time basis. You shall not, at any point of time during the course of your employment, including any notice period in terms of clause 9.1 below, take up employment or enter into any arrangements with any person that competes with the Company or the business of the Company ("**Competitor**") or render or engage in any activity that competes with the Company. You shall not engage in any acts or deeds which could be detrimental to the interests of the Company, tarnish the reputation of the Company or cause the Company to be involved in any legal, ethical or other controversy or any other acts are deeds that are in breach of the Company's policies. Further, where the Company is of the opinion that you have handled confidential information that may be prejudicial to the Company if it falls into the hands of a Competitor, the Company may require you not to take up employment or enter into any arrangements with a Competitor, whether in India or elsewhere in the world for a period of 1 (one) year from the date of termination of your employment.

5. **Non-Solicitation:**
You shall not for a period of 1 (one) year from the date of termination of your employment, directly or indirectly solicit, interfere with or endeavor to entice away from the Company or any of its affiliates, any person who is/was/has a client, marketing agent, vendor, partner, consultant, customer, potential customer, prospective employee or employee of, or is/was/has been dealing with the Company or any of its affiliates. You acknowledge and confirm that the restrictions in clause 4 and this clause 5 are a material term of this letter and that the Company has agreed to employ you, *inter alia*, specifically on the basis of this undertaking and commitment by you.

6. **Ownership of Intellectual Property:**
You agree that all inventions, improvements, developments and/or discoveries (whether or not patentable), and all works of authorship (whether or not copyrightable)(hereinafter collectively "**Intellectual Property**"), which you create or make as part of your duties within the Company, whether solely or jointly with another or others, shall be the sole and exclusive property of the Company and/or its parent Applied Materials, Inc. or its affiliates and subsidiaries and/or its customer/s or their respective successors, assigns or nominees as determined by the Company ("**Owner**"). All intellectual property created by you shall be regarded as having been made under a contract of service. You further agree that you shall promptly and fully disclose all such intellectual property and shall execute, acknowledge and deliver, upon request of the Owner and without further compensation, either during or subsequent to your employment, all instruments which are desirable or necessary to prosecute an application for and to require, maintain and enforce all patents, copyrights or registrations covering such intellectual property in all countries. Moreover, in consideration of your employment with the Company, you hereby convey, assign and transfer your entire economic and moral right, title and interest in and to such intellectual property to the Company and otherwise agree to cooperate as necessary to perfect the Company's rights and ownership therein. You agree that such assignment shall be perpetual, worldwide and royalty free. If, despite the above, you are deemed under applicable law to retain any rights including without limitation any moral rights, you agree to waive all such rights. You further agree that, notwithstanding the provisions of section 19(4) of the Indian Copyright Act 1957, the assignment in terms of this clause 5 shall not lapse nor the rights transferred therein revert to you, even if the company does not exercise its rights under the assignment within a period of 1 (one) year from the date of such assignment. You acknowledge and agree that you will waive any right to and shall not raise any objection or claims before the copyright board with respect to the assignment, pursuant to section 19A of the Indian Copyright Act, 1957.

Vishaka

Acceptance Signature

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7. **Retirement:**
As per the current policy of the company, on attaining the age of 60 years, you shall retire from the services of the company. At the time an employee attains the age of 60, the company will retain the discretion to extend employment on a need basis for a maximum of 24 months at a time.

8. **Absenteeism:**
Absence from employment for a continuous period of 8 days or more than a period of 8 days without prior approval from the company will result in the loss of your liens and absentee period will be counted as break in service in the event your employment is continued.

9. **Notice of Terminations:**
Your services may be terminated at any time giving one month's notice or payment of last drawn salary in lieu thereof, in writing by either side. The company however at its discretion may waive off the notice, if you are desirous of leaving the services of the company earlier.

9.1 Notwithstanding anything to any contrary contained herein, the company may terminate your service at any time, with immediate effect by a notice in writing (without 1(one) months' notice or salary in lieu thereof as contemplated in clause 9.1 above), for cause. For purposes of this letter, "cause" is defined as misconduct, including but not limited to the following conduct by you: (a) fraudulent, dishonest or undisciplined conduct, or breach of integrity; (b) misappropriation or misuse of company property; (c) insubordination or failure to comply with the directions given by persons so authorized' (d) conviction for any offence involving moral turpitude; (e) breach of any terms of this letter or of any company policy or attendance; (g) persistent unsatisfactory work performance, or neglect of duties; or (h) other conduct by you which is regarded by company as prejudicial to its own interests.

9.2 The company reserves the right to require you to not attend work and/or not to undertake all or any of employment during any period of notice (whether given by you or the company), provided that the company shall, in the circumstances contemplated in clause 9.1 herein, continue to pay you your salary and applicable benefits for the duration of the notice. You agree that your obligations of confidentiality, good faith, loyalty and fidelity shall remain in force during the term of your employment notwithstanding any such period of granted leave or notice period.

9.3 On termination of your services, provided you return all Company property, you shall obtain a no objection and no due certificates from all the departments within the Company. Until then dues, if any, to you shall be withheld. Properties include all monies and advances from the Company, outstanding payment collection including notice period buy-out, if applicable, the return of all company store and other materials, laptop, mobile devices, I.D. cards, company stationery, catalogues, manuals, literature etc. and movable and immovable properties such as motor vehicles and residential premises belonging to the company.

10. **Termination by Lapse of Time:**
This letter shall have no effect and shall not valid and binding, if the same is not executed and delivered to the company within five working days from the date of issue by the company, to you.

11. **Conflicts of Interest:**
You may not engage in outside business activities, consulting services, or outside employment that: (a) competes with or may have the appearance of competing with the interests of the company; (b) involves an entity that buys from or sells to the company; (c) utilizes the company's staff equipment, physical plants and/or confidential information; (d) demands your time and energy to the extent that it could adversely affect performance at the company, such as being too tired to perform effectively, claiming sick pay for time in any way relating to a second job, or being unable

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to work overtime as necessary. If you wish to engage in commercial activity or accept employment in addition to working at the company, you must obtain written approval from the Law Department of the company to participate in such activity. A copy of your disclosure and the Law Department's decision will become part of your personal file.

12. Accurate Information:

This offer of employment is issued to you with the understanding that all information furnished by you in your application is correct and true. If the information given by you while seeking employment with the company is not found to be correct and/or true and/or if it is found that you have knowingly suppressed any information, the company will have the right, either to withdraw this letter of employment before you join service or any time thereafter, without any notice and/or payment of any compensation lieu of notice to you.

13. Remedies:

13.1 Without limiting the remedies available to the company, you acknowledge that a breach of any of the covenants in this letter including specifically clauses 3, 4 and 5 may result in material irreparable injury to the company and/or its associate companies for which there is no adequate remedy at law, and that it will not be possible to measure damages for such injuries precisely. You agree that if there is a breach or threatened breach, the company or any of its associate companies shall, without prejudice to its other rights under this letter or at law or equity, be entitled to apply for injunctive or other equitable relief against you.

13.2 All remedies provided by this letter are cumulative and not alternative. The recourse by the company to one remedy shall not preclude it from seeking another remedy available to it under this letter or under applicable laws.

14. Dispute Resolution and Governing Law:

14.1 If any dispute arises amongst parties hereto during the substance of your employment or thereafter, in connection with the validity, interpretation, implementation or alleged breach of any provision of this letter or regarding a question, including the questions as to whether the terminations of this letter has been legitimate, the parties shall endeavor to settle such dispute amicably.

14.2 In the case of failure by the parties to resolve the dispute in the manner set out above within 30 (thirty) days from the date when the dispute arose (or such long period as the party may agree to in writing), the dispute shall be referred to a sole arbitrator, appointed by the company. The arbitration shall be held in Bangalore under the Arbitration and Conciliation act, 1996 as amended from time to time. The proceedings of the arbitration shall be conducted in the English language.

14.3 The arbitrator's award shall be substantiated in writing and the parties shall submit to the arbitrator's award which shall be enforceable in any competent court of law.

14.4 The provisions of the letter shall be governed, and construed in accordance with the laws of India. Subject to and without prejudice to clause 13.2 above, each parties agrees that the courts at Bangalore shall have the exclusive supervisory jurisdiction to provide equitable relief or to enforce any award.

15. General:

Please note that individual salary is a confidential matter and not to be discussed with any other employee. You are required to keep the company informed of any change in your residential address.

16. Non-Violation of Agreements with Prior Employers or Other Entities:

You agree that in performing your job duties and the terms of this letter with the company, you will not breach any invention assignment, non-disclosure or non-competition agreement or similar agreement with any former employer or other entity. You further represent that execution of this

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Acceptance Signature

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Reason:
Location:

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letter, your employment with the company, and your performance and your proposed duties to the company in the development of its business will not violate any obligations you may have to your former employer or other entity. If you have signed a non-compete agreement with a prior employer, you have provided a copy of that agreement to the company's human resources department. You further agree that you will not use or disclose any confidential information belonging to any of your former employer(s) or other entity during your employment with the company.

17. Obligation to Notify New Employer:

To enable the company to evaluate and ensure your compliance with the obligation impose by this letter, you agree to notify the company in writing, upon the resignation of your services with the company for any reason, the identity of your new employer, as well as your new position title and responsibilities. At the sole discretion of the company, the company may initiate appropriate action, including but not limited to, the following:

17.1 Ending your employment immediately subject to providing you payment in lieu of notice, if required by this letter or by law.

17.2 Completing an exit process including conducting exit interview/s, as applicable and par the existing processes and practices. You hereby undertake to sign on any additional and/or specific confidentiality terms or obligations, as needed, depending on the circumstances of your departure. Further you agree to continue to inform the company in writing anytime you accept or change employment for any reason during the twelve (12) months following termination of your employment with the company.

18. Entire Agreement:

These letters along with the annexures attach here to and the other incorporated documents constitute the entire agreement regarding your new assignment. It is entered into without reliance on any promises or representations other than those included in this letter it's supersedes any such prior promises or representations.

19. Consent for Collection of Sensitive Personal Information:

In terms of the "Privacy Policy" of the company you are requested to sign the attached consent notification form **(Annexure IV)** to consent to collection of sensitive personal information by the company. For details of handling of such sensitive personal information collected by the company, please refer to "Privacy Policy".

20. Miscellaneous:

20.1 Each covenant contained in this letter shall be construed as a separate covenant and if one or more of the covenants is held to be against public interest or unlawful or in any way in unreasonable restraint of trade, the remaining covenants shall continue to bind you.

20.2 If any covenant contain in this letter would be determined as void but would be valid if the period of application were reduced or if some part of the covenant were modified, the covenant in question shall apply with such modification as may be necessary to make it valid and effective.

20.3 You shall be bound by all the general terms and conditions applicable to employees of the company under the applicable law and company's policies. Any clarification on the terms and condition set forth in this employment letter shall be governed by the latest company HR Policy Manual which shall be deemed to be incorporated into this letter by reference.

20.4 You agree that the provisions of this letter are reasonable in view of the nature of the company's business and the high degree of the sensitivity of your employment with the company given the nature of the duties and responsibilities and the information and other details that you will have access to while in the employment in the company. You also agree that your employment by the company and salary and benefits under this letter are sufficient consideration for the covenants and other obligations contained in this letter.

Vishakh

Acceptance Signature

Signature Not Verified
SOKKALINGAM ARUMUGAM DHANARAJ
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APPLIED MATERIALS INDIA PRIVATE LIMITED

Unit 5, 3rd Floor, Explorer Building
International Tech Park, Whitefield Road
Bangalore 560 066
India.
Ph. : 91-80-66283000, Fax : 91-80-41156070
Info_India@amat.com

20.5 The provisions of the clauses 3, 4, 5, 13 and 18 shall survive the expiry or termination of this letter.

20.6 You further acknowledge that the services to be rendered under this letter are unique and personal. Accordingly, you shall not be entitled to assign any of your rights or obligations under this letter, However the company is entitled to assign its rights and obligations wherein in whole or part to any of its parent, subsidiary or affiliated entities and upon such assignment all your obligations under this letter shall be binding upon such assignee entity. Where any reorganization of the company results in formation of a new merged or amalgamated entity, the rights and obligation under this letter shall ensure to the benefit of the new merged or amalgamated entity.

20.7 In the event of any action alleging the breach of this letter, the prevailing party shall be entitled to recover from the breaching party, not only the amount of any judgment, but also cost and expenses, including courts costs and reasonable attorney fees incurred in connection with the action.

Sincerely,

Abhay Singh
Senior Director – Human Resources
Applied Materials India Private Limited

DECLARATION

I am pleased to accept your offer of employment as per the terms outlined above and will be in a position to take up employment on July 1st/Before 2019 << Expected Start Date>>

Candidate Name

VISHAKHA M

Vishakh 19-06-19

(Signature & Date)

Vishakh

Acceptance Signature

Signature Not Verified

CIN No: U74140KA2005PTC032243

SERIALNUMBER=89c71c7430505d1e930bf7df8ea45d76c824ff43f67a40809fdf41420957ae, S=Karnataka, PostalCode=570006, Phone=6c62dc6a97e4c1a626ed1dd89f89c15c36e9252e3ca1b465469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND TECHNOLOGY UNIVERSITY, C=IN

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Annexure I: Cost To Company (CTC) - Break Down

COST TO COMPANY	894,586	
Break up of Cost to Company (CTC) In INR		
	Annual	Monthly
BASE SALARY	750,205	62,517
Basic Salary	412,613	34,384
House Rent Allowance	165,045	13,754
Leave Travel Concession	34,359	2,863
Lunch Coupons	24,000	2,000
Special Allowance	114,188	9,516
RETIRALS	69,361	5,780
PF Employer Contribution	49,514	4,126
Contribution to Gratuity	19,847	1,654
INCENTIVES		
Discretionary Bonus Incentive Plan (@ 10% of base)per annum**	75,021	-------

** Following conditions apply:

- Discretionary Bonus Incentive (DBI) is paid out on the basis of Individual Performance & Performance of the Organization. The DBI mentioned as part of the CTC is a target incentive amount and can vary depending on personal performance, annual performance of the organization and program guidelines.
- DBI amount if applicable is paid out once in a year and is subject to applicable tax.
- DBI shall be paid at the absolute discretion of Applied, and shall not justify any legal claim on your part or your legal representatives, even if such payment was made repeatedly and without any explicit reservation as to its voluntary nature.
- Applied reserves the right to withhold the Incentives Program or withdraw any such payment at any time.
- This salary offer has factored in the increase you would have received at the next Focal process. Following 2018, your salary will be reviewed annually through Applied's Focal process and may be adjusted based on your pay positioning against the salary structure for your Level and Job Family.

Vishaks

Acceptance Signature

Signature Not Verified

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India.
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Annexure II: Benefits

Benefit	Per Annum Per Employee Coverage
Hospitalization cover for self and dependent family (Group Family Floater for self, spouse, children and dependent parents) with cashless hospitalization facility	**Employee Policy:** INR 500,000 (100% premium paid by company)
	Voluntary Parent Policy: INR 500,000 (75% premium paid by company & 25% premium paid by employee)
	Employee Top up Policy: INR 200,000 or INR 300,000 (100% premium borne by employee)
Personal Accident and Disability Cover for self only	INR 1,500,000
Group Life Insurance Term Cover for self only	2 times base salary or INR 2,500,000 whichever is higher
Health Club Facility at any recognized health/sports center.	INR 12,000
Transportation (Commuting Passes/Parking Passes or Shift Cabs)	Maximum limit for commuting pass will be as per the prevailing rates of the most economic mode of public transport available in the city.
Employees have the option to choose between basic health screening or comprehensive/cancer screening packages with a corporate health partner. Additional tests are available at corporate discounted rates.	
Maternity Leave: As per statute, female employees can avail • Maternity leave of 26 weeks for the first 2 children & 12 weeks from the 3rd child. • 12 weeks of maternity leave for" commissioning mothers" and "adopting mothers" for a child below the age of 3 months from the date of adoption / commissioning	
Retirals (also Included in your Cost to Company Salary Breakup)	
Provident Fund	As per statute, i.e. 12% of basic salary
Gratuity (Payable on exit after a minimum of 2 years' service with Applied Materials India based on last drawn basic salary)	As per statute, i.e. 4.81% of basic salary
Tuition Assistance Program	
A development allowance for further education, professional or technical certification.	All RFT employees will be eligible for a maximum INR 200,000 for every year of employment per the AMAT fiscal year.
ESPP (Employee Stock Purchase Plan)	
All employees as per this plan can participate in the purchase of AMAT stock at a minimum 15% discount; employees can purchase stock up to a max of 25% of their base salary, subject to a maximum per purchase period and additional terms of the plan. For more details please refer to the HR Web site	

- Please note that the benefits package can be modified, changed or withdrawn without any notice or explanation, at the sole discretion of Applied Materials India Management. All benefits are against actual expenditures and cannot be en-cashed.
- Please refer to AMIND HR Policy Manual for additional details regarding benefits.
- The controlling terms and conditions of the ESPP (and other benefit plans or programs) are found in the respective plan or program documents.

Acceptance Signature

Signature Not Verified
CIN No: U74140KA2004PTC032243
Digitally signed by SHIVAKUMARA C M S SOKKALINGAIAH
Date: 02.02.2024 22:35

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International Tech Park, Whitefield Road
Bangalore 560 066
India.
Ph. : 91-80-66283000, Fax 91-80-41156070
Into_India@amat.com

Annexure III: Pre-Joining Checklist

As a part of the joining process, you are requested to bring the following documents on the day of joining.

1. Five (5) passport size photographs

Also original and photocopies of the below:

2. 10th and Degree / Diploma and Highest educational qualification certificate along with marks card (all semesters)
3. Relieving letter from previous employers (Not applicable for New College Graduates)
4. Work Experience letter from previous employers (Not applicable for New College Graduates)
5. Last 3 months' pay slips from the previous employer (Not applicable for New College Graduates)
6. Passport (2 copies)
7. PAN Card (2 copies)
8. Any other professional certifications or awards

Acceptance Signature

Signature Not Verified

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STOCK AWARD PROGRAM

A recommendation will be made that you be granted a stock award for the number of shares of Applied Materials Common Stock equivalent to **USD $3000** on the date of grant. This stock award will be scheduled to vest over a four-year period, subject to your continued employment on each relevant vesting date. The shares underlying the stock award will be issued to you as they vest. The number of shares delivered to you will be reduced as necessary to satisfy applicable tax withholding. If approved, the stock award will be granted under the terms and conditions of Applied Materials' stock plans and applicable stock agreement. A stock award grant to you does not constitute a contract of employment and does not obligate the company to retain you in its employ for any period

VISHAKHA M

Candidate Name

Abhay Singh

Senior Director – Human Resources

Date: 19-06-19

Date: 19-06-19

Vishakha

Acceptance Signature

Signature Not Verified

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Phone=6c62c6e97e4d1e...2871, 1.3.6.1.4.1.311.60.2.1.3=IN,
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India.
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Annexure IV: Consent for Collection of Sensitive Personal Information

You hereby consent to the collection, processing, disclosure and transfer of your Personal Information (as defined in the Privacy Policy), including Sensitive Personal Information (as defined in the Privacy Policy), by the Company in accordance with the Privacy Policy of the Company, and specifically agree:

- that you are aware of and consent to the collection of Personal Information, including Sensitive Personal Information, about you by the Company;
- that the Company is collecting your information for lawful purposes as stated in the Privacy Policy and that collection is necessary for those purposes;
- that the Company may disclose or transfer your Personal Information, including Sensitive Personal Information, as indicated in the Privacy Policy and that you consent to such disclosure or transfer;
- that the Company will retain information collected about you for no longer than required for the lawful purpose for which it will be used or as required by law;
- that the Company will use information collected about you only for the stated purpose for which it has been collected;
- that you may review information provided by you and may correct or amend inaccurate or deficient information;
- that you have the option not to provide the information sought by the Company and that you may withdraw your consent; and
- that you may contact AMIND's Data Privacy Officer, currently Abhay Singh, whose contact information is provided in the Privacy Policy, if you have any questions or grievances related to collection, processing, disclosure or transfer of Personal Information about you.

DECLARATION
I hereby consent to the collection, processing, disclosure and transfer of my personal information for the above mentioned purposes.

Candidate Name

VISHAKHA. M

Vishakh 19-06-2019

(Signature & Date)

Vishakh
Acceptance Signature

Signature Not Verified
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SERIALNUMBER=09c71e743d050d7d368bf7df5ea45d76c824ff43c67a40809fdf41420957ae, ST=Karnataka, PostalCode=570006, Phone=6c62dc6a97e4c1a626e2871dd89ff89c15c36e9252e3ca1d65f58e8d8f6f3f08, C=IN, O=PERSONAL, OID.2.5.4.42=VISHAKHA M
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Advancing AI Compute

14/12/2018

Name: Yogeesh Agarwal,
Address: SJCE boys hostel
Mysore

Dear Yogeesh,

Congratulations! We are pleased to confirm that you have been selected to work for Alphaics India Pvt Limited. We are delighted to make you the following job offer.

The position we are offering you is that of **Software Engineering Intern** at a monthly salary of Rs 20000.

This is an employment at will. We have notice period of 1 month to terminate the contract from either side. This position reports to SW Project lead.

We would like you to start work on 07/1/2019 at 10:00 am. Please report to Pradeep Chandrashekaran, for documentation and orientation. If this date is not acceptable, please contact me immediately.

We are confident you will be able to make a significant contribution to the success of our Alphaics India pvt ltd and look forward to working with you.

Sincerely,

Nagendra Nagaraja
CEO and MD
Alphaics India Pvt ltd

Alphaics India Pvt Ltd 6th Floor, H2 Block, Mountain Ash Building, Manyata Embassy Business Park, Outer Ring Road, Bengaluru 560 045

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

Signature Not Verified
SOKKALINGAM ARUMUGAM DHANARAJ
CN=SOKKALINGAM ARUMUGAM DHANARAJ,
SERIALNUMBER=09c71c7436050d...d3f0bf7df6ea45d76c824ff43c67a40809fdf41420957ae, S=Karnataka, PostalCode=570006, Phone=6c62dc6a97e4c1a626e...1dd89ff89c15c36e9252e3ca1b465469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND TECHNOLOGY UNIVERSITY, C=IN
02.02.2024 22:35

ACCEPTED AND AGREED TO this
14th day of Dec, 2018.

(Yogeesh Agarwal)

Enclosures: Duplicate Original Letter
Employment, Confidential Information, and Invention Assignment Agreement

ALPHAICS CORPORATION
Alphaics India Pvt Ltd 6th Floor, H2 Block, Mountain Ash Building, Manyata Embassy Business Park, Outer Ring Road, Bengaluru 560 045

Signature Not Verified
SOKKALINGAM ARUMUGAM DHANARAJ
CN=SOKKALINGAM ARUMUGAM DHANARAJ, SERIALNUMBER=09c71c7430509d93f0bf7df6ea45d76c824ff43c67a40809fdf41420957ae, S=Karnataka, PostalCode=570006, Phone=6c620c6a97e4c1a626a27ddd89ff89c15c36e9252e3ca1b465469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND TECHNOLOGY UNIVERSITY, C=IN
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EMPLOYMENT, CONFIDENTIAL INFORMATION AND INVENTION ASSIGNMENT AGREEMENT

As a condition of my employment with Alphaics corporation, a Delaware company, and its subsidiaries, affiliates, successors or assigns (together the "Company"), and in consideration of my employment with the Company and my receipt of the compensation now and hereafter paid to me by the Company, I agree to the following:

At-Will Employment. I understand and acknowledge that my employment with the Company is for an unspecified duration and constitutes "at-will" employment. I acknowledge that this employment relationship may be terminated at any time, with or without good cause or for any or no cause, at the option either of the Company or myself, with or without notice. I understand and acknowledge that in the event that my employment is terminated by me or by the Company for any reason that I will be entitled to no continuation of salary, benefits, or stock or option vesting.

Confidential Information.

(a) **Company Information**. I agree at all times during the term of my employment and thereafter, to hold in strictest confidence, and not to use, except for the benefit of the Company, or to disclose to any person, firm or corporation without written authorization of the Board of Directors of the Company, any Confidential Information of the Company. I understand that "Confidential Information" means any Company proprietary information, technical data, trade secrets or know-how, including, but not limited to, research, product plans, products, services, customer lists and customers (including, but not limited to, customers of the Company on whom I called or with whom I became acquainted during the term of my employment), markets, software, developments, inventions, processes, formulas, technology, designs, drawings, engineering, hardware configuration information, marketing, finances or other business information disclosed to me by the Company either directly or indirectly in writing, orally or by drawings or observation of parts or equipment. I further understand that Confidential Information does not include any of the foregoing items which has become publicly known and made generally available through no wrongful act of mine or of others who were under confidentiality obligations as to the item or items involved.

(b) **Former Employer Information**. I agree that I will not, during my employment with the Company, improperly use or disclose any proprietary information or trade secrets of any former or concurrent employer or other person or entity and that I will not bring onto the premises of the Company any unpublished document or proprietary information belonging to any such employer, person or entity unless consented to in writing by such employer, person or entity.

Alphaics India Pvt Ltd 6th Floor H2 Block, Mountain Ash Building, Manyata Embassy Business Park, Outer Ring Road, Bengaluru 560 045

Signature Not Verified

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(c) **Third Party Information**. I recognize that the Company has received and in the future will receive from third parties their confidential or proprietary information subject to a duty on the Company's part to maintain the confidentiality of such information and to use it only for certain limited purposes. I agree to hold all such confidential or proprietary information in the strictest confidence and not to disclose it to any person, firm or corporation or to use it except as necessary in carrying out my work for the Company consistent with the Company's agreement with such third party.
Inventions.

(d) **Inventions Retained and Licensed**. I have attached hereto, as Exhibit A, a list describing all inventions, original works of authorship, developments, improvements, and trade secrets which were made by me prior to my employment with the Company (collectively referred to as "Prior Inventions"), which belong to me, which relate to the Company's proposed business, products or research and development, and which are not assigned to the Company hereunder; or, if no such list is attached, I represent that there are no such Prior Inventions. If in the course of my employment with the Company, I incorporate into a Company product, process or machine a Prior Invention owned by me or in which I have an interest, the Company is hereby granted and shall have a nonexclusive, royalty-free, irrevocable, perpetual, worldwide license to make, have made, modify, use and sell such Prior Invention as part of or in connection with such product, process or machine.

(e) **Assignment of Inventions**. I agree that I will promptly make full written disclosure to the Company, will hold in trust for the sole right and benefit of the Company, and hereby assign to the Company, or its designee, all my right, title, and interest in and to any and all inventions, original works of authorship, developments, concepts, improvements or trade secrets, whether or not patentable or registrable under copyright or similar laws, which I may solely or jointly conceive or develop or reduce to practice, or cause to be conceived or developed or reduced to practice, during the period of time I am in the employ of the Company (collectively referred to as "Inventions"), except as provided in Section 3(f) below. I further acknowledge that all original works of authorship which are made by me (solely or jointly with others) within the scope of and during the period of my employment with the Company and which are protectible by copyright are "works made for hire," as that term is defined in the United States Copyright Act.

(f) **Inventions Assigned to the United States**. I agree to assign to the United States government all my right, title, and interest in and to any and all Inventions whenever such full title is required to be in the United States by a contract between the Company and the United States or any of its agencies.

(g) **Maintenance of Records**. I agree to keep and maintain adequate and current written records of all Inventions made by me (solely or jointly with others) during the term of my employment with the Company. The records will be in the form of notes,

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sketches, drawings, and any other format that may be specified by the Company. The records will be available to and remain the sole property of the Company at all times.

(h) **Patent and Copyright Registrations**. I agree to assist the Company, or its designee, at the Company's expense, in every proper way to secure the Company's rights in the Inventions and any copyrights, patents, mask work rights or other intellectual property rights relating thereto in any and all countries, including the disclosure to the Company of all pertinent information and data with respect thereto, the execution of all applications, specifications, oaths, assignments and all other instruments which the Company shall deem necessary in order to apply for and obtain such rights and in order to assign and convey to the Company, its successors, assigns, and nominees the sole and exclusive rights, title and interest in and to such Inventions, and any copyrights, patents, mask work rights or other intellectual property rights relating thereto. I further agree that my obligation to execute or cause to be executed, when it is in my power to do so, any such instrument or papers shall continue after the termination of this Agreement. If the Company is unable because of my mental or physical incapacity or for any other reason to secure my signature to apply for or to pursue any application for any United States or foreign patents or copyright registrations covering Inventions or original works of authorship assigned to the Company as above, then I hereby irrevocably designate and appoint the Company and its duly authorized officers and agents as my agent and attorney in fact, to act for and in my behalf and stead to execute and file any such applications and to do all other lawfully permitted acts to further the prosecution and issuance of letters patent or copyright registrations thereon with the same legal force and effect as if executed by me.

(i) **Exception to Assignments**. I understand that the provisions of this Agreement requiring assignment of Inventions to the Company do not apply to any invention which qualifies fully under the provisions of California Labor Code Section 2870 (attached hereto as Exhibit B). I will advise the Company promptly in writing of any inventions that I believe meet the criteria in California Labor Code Section 2870 and not otherwise disclosed on Exhibit A.

Conflicting Employment.

(j) I agree that, during the term of my employment with the Company, I will not engage in any other employment, occupation, consulting or other business activity directly related to the business in which the Company is now involved or becomes involved during the term of my employment, nor will I engage in any other activities that conflict with my obligations to the Company.

(k) I agree that, during the term of my employment with the Company, I will not accept or perform any outside consulting work without first reporting the nature of and proposed time commitment to any such proposed outside consulting work.

Alphaics India Pvt Ltd 6th Floor, H2 Block, Mountain Ash Building, Manyata Embassy Business Park, Outer Ring Road, Bengaluru 560 045

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Returning Company Documents. I agree that, at the time of leaving the employ of the Company, I will deliver to the Company (and will not keep in my possession, recreate or deliver to anyone else) any and all devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings blueprints, sketches, materials, equipment, other documents or property, or reproductions of any aforementioned items developed by me pursuant to my employment with the Company or otherwise belonging to the Company, its successors or assigns. In the event of the termination of my employment, I agree to sign and deliver the "Termination Certification" attached hereto as Exhibit C.

Notification of New Employer. In the event that I leave the employ of the Company, I hereby grant consent to notification by the Company to my new employer about my rights and obligations under this Agreement.

Solicitation of Employees and Business. I agree that for a period of twelve (12) months immediately following the termination of my relationship with the Company for any reason, whether with or without cause, I shall not either directly or indirectly solicit, induce, recruit or encourage any of the Company's employees to leave their employment, or take away such employees, or attempt to solicit, induce, recruit, encourage or take away employees of the Company, either for myself or for any other person or entity.

Conflict of Interest Guidelines. I agree to diligently adhere to the Conflict of Interest Guidelines attached as Exhibit D hereto.

Representations. I agree to execute any proper oath or verify any proper document required to carry out the terms of this Agreement. I represent that my performance of all the terms of this Agreement will not breach any agreement to keep in confidence proprietary information acquired by me in confidence or in trust prior to my employment by the Company. I have not entered into, and I agree I will not enter into, any oral or written agreement in conflict herewith.

Arbitration and Equitable Relief.

(I) **Arbitration**. In consideration of my employment with the Company, its promise to arbitrate all employment-related disputes and my receipt of the compensation, pay raises and other benefits paid to me by the Company, at present and in the future, I agree that any and all controversies, claims, or disputes with anyone (including the company and any employee, officer, director, shareholder or benefit plan of the company in their capacity as such or otherwise) arising out of, relating to, or resulting from my employment with the company or the termination of my employment with the Company, including any breach of this Agreement, shall be subject to binding arbitration under the arbitration rules set forth in California Code of Civil Procedure section 1280 through 1294.2, including section 1283.05 (the "Rules") and pursuant to California law. Disputes which I agree to arbitrate, and thereby agree to waive any right to a trial by jury, include any statutory claims under state or federal law, including, but not limited to, claims under Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act of 1990, the Age Discrimination in Employment Act of 1967, the Older Workers Benefit Protection Act,

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the California Fair Employment and Housing Act, the California Labor Code, claims of harassment, discrimination or wrongful termination and any statutory claims. I further understand that this agreement to arbitrate also applies to any disputes that the Company may have with me.

(m) **Procedure.** I agree that any arbitration will be administered by the American Arbitration Association ("AAA") and that the neutral arbitrator will be selected in a manner consistent with its national rules for the resolution of employment disputes. I agree that the arbitrator shall have the power to decide any motions brought by any party to the arbitration, including motions for summary judgment and/or adjudication and motions to dismiss and demurrers, prior to any arbitration hearing. I also agree that the arbitrator shall have the power to award any remedies, including attorneys' fees and costs, available under applicable law. I understand the company will pay for any administrative or hearing fees charged by the arbitrator or AAA except that I shall pay the first $125.00 of any filing fees associated with any arbitration I initiate. I agree that the arbitrator shall administer and conduct any arbitration in a manner consistent with the Rules and that to the extent that the AAA's national rules for the resolution of employment disputes conflict with the rules, the Rules shall take precedence. I agree that the decision of the arbitrator shall be in writing.

(n) **Remedy.** Except as provided by the Rules and this Agreement, arbitration shall be the sole, exclusive and final remedy for any dispute between me and the Company. Accordingly, except as provided for by the Rules and this Agreement, neither I nor the Company will be permitted to pursue court action regarding claims that are subject to arbitration. Notwithstanding, the arbitrator will not have the authority to disregard or refuse to enforce any lawful company policy, and the arbitrator shall not order or require the Company to adopt a policy not otherwise required by law which the Company has not adopted.

(o) **Equitable Remedies**. In accordance to the right under the Rules to petition the court for provisional relief, I agree that any party may petition the court for injunctive relief where either party alleges or claims a violation of the Employment, Confidential Information, Invention Assignment Agreement between me and the Company or any other agreement regarding trade secrets, confidential information, nonsolicitation or labor code §2870. I understand that any breach or threatened breach of such an agreement will cause irreparable injury and that money damages will not provide an adequate remedy therefor and both parties hereby consent to the issuance of an injunction. In the event either party seeks injunctive relief, the prevailing party shall be entitled to recover reasonable costs and attorneys fees.

(p) **Administrative Relief.** I understand that this agreement does not prohibit me from pursuing an administrative claim with a local, state or federal

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administrative body such as the Department of Fair Employment and Housing, the Equal Employment Opportunity Commission or the Workers' Compensation board. This agreement does, however, preclude me from pursuing court action regarding any such claim.

General Provisions.

(q) **Governing Law; Consent to Personal Jurisdiction**. This Agreement will be governed by the laws of the State of California. I hereby expressly consent to the personal jurisdiction of the state and federal courts located in California for any lawsuit filed there against me by the Company arising from or relating to this Agreement.

(r) **Assignment**. This Agreement may not be assigned by any party hereto, except that the Company may assign this Agreement in connection with (1) a merger or consolidation of the Company, (2) a sale or assignment of substantially all its assets, or (3) any other transaction which results in another entity or person owning substantially all of the assets of the Company; provided that the entity or person receiving or succeeding to the assets of the Company assumes the Company's obligations.

(s) **Entire Agreement**. This Agreement sets forth the entire agreement and understanding between the Company and me relating to the subject matter herein and supersedes any prior agreements or arrangements between the Company and me with respect to the subject matter hereof. No modification of or amendment to this Agreement, nor any waiver of any rights under this agreement, will be effective unless in writing signed by the party to be charged. Any subsequent change or changes in my duties, salary or compensation will not affect the validity or scope of this Agreement.

(t) **Severability**. If one or more of the provisions in this Agreement are deemed void by law, then the remaining provisions will continue in full force and effect.

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(u) **Successors and Assigns**. This Agreement will be binding upon my heirs, executors, administrators and other legal representatives and will be for the benefit of the Company, its successors, and its assigns.

Date: 14/12/2018

Yogeesh
Signature

(Yogeesh Agarwal)

Alphaics India Pvt Ltd 6th Floor, H2 Block, Mountain Ash Building, Manyata Embassy Business Park, Outer Ring Road, Bengaluru 560 045

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August 31, 2018

Dear Yogeesh Agarwal,

OT Privacy Software Private Limited is pleased to offer you employment as a Software Developer on the following terms:

1. Duties. As a Software Developer, you agree to devote the whole of your professional time, attention and energy to the performance of these duties and not, directly or indirectly, to consult with, advice, work for or have any interest in any competing business or pursuit during this employment that creates a conflict of interest

2. Remuneration Package: Annual Fixed Compensation: You are being offered a Total Annual Fixed Compensation (inclusive of standard company benefits) of **Rs.** 500,000 *(Rupees. Five Hundred Thousand only) Please* refer Annexure 1 for details. You are liable to pay all taxes and liabilities as required under Indian Tax Law. With the exception of the obligation to withhold taxes from your remuneration, the Company assumes no responsibility for your personal tax affairs.

3. Benefits: You will be eligible for a Group Health Insurance policy and Group Personal Accident Insurance policy as per the existing policy which would be explained to you at the time of on-boarding

Leave: You are entitled for '15' vacation days and '5' sick leaves per year.

Expenses : Any reasonable travel and out of pocket expenses wholly and necessarily incurred on Company business will be reimbursed to you in line with OT Privacy Software Private Limited expenses policy in force from time to time.

Health & Safety: You are responsible for taking reasonable care for health & safety of yourself and other persons who may be affected by your acts at work. You are also responsible for complying with all enactments, regulations and Company rules in this respect.

4. Working Hours: The normal expected standard working hours are 9.30 am to 6.30 pm from Monday to Friday. However, there may be occasions where you may be required to work beyond these hours and you are expected to cooperate accordingly. Your salary includes compensation for any such additional hours

5. Position: As a Software Developer you will be to carry out, but not limited to, following activities:

- You will be based out of our Bangalore office
- Your job may require you to travel both in India and abroad
- Contribute in all phases of the development lifecycle for our application suite
- Enhance existing applications to meet business and development requirements.
- Ensure quality by using industry accepted best practices for development.

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- Communicate with technical architects on technical aspects and business analysts on functional requirements.
- Continuous learn new technologies / methodologies and build domain expertise for the privacy industry
- The Software Developer will play an instrumental role in new product development, innovation and brainstorming sessions, rapid prototyping of digital applications and services
- Ensure adherence to best development practices – Coding Standards, Unit Tests, Design Principles
- Design quick prototypes in both low and high fidelity as well as take successful prototypes to a more structured design process

- **Probation and Confirmation:**

You will be on probation for a period of 6 months from the date of joining duty. However there will be an interim review after completion of 3 months. Your performance will be evaluated during the interim review to assess your potential for continued employment. During this period if the management is not satisfied with your work and conduct, your services are liable to be terminated with two weeks' notice period. However the Management reserves the right to fix the last working day which can be on or before the completion of the notice period, based on the deliverables. After assessment of your work we will either confirm your employment or extend your probation for 3 more months. On confirmation as a regular employee, you will be required to give one month's notice in case you decide to leave our services subject to the Company's discretion. Similarly; the Company can terminate your services by giving one month's notice. The Company may terminate your services immediately on disciplinary grounds.

6. Separation with no Cause. For separation with no Cause, either party may give notice of separation of employment at any time, subject to one month's notice in writing. Following any termination of the period of Employment, you shall fully co-operate with the Company in all matters relating to the winding up of pending work on behalf of the Company and the orderly transfer of work to other employees of the Company. You agree that all property, including, without limitation, all equipment, tangible proprietary information documents, books, records, reports, notes, contracts, lists, computer disks (and other
computer-generated files and data) and copies thereof, created on any medium and furnished to, obtained by, or prepared by you in the course of or incident to your Employment, belongs to the Company and shall be returned promptly to the Company upon termination of the period of Employment.

7. Separation for Cause. At any time, by notice to you specifying the reason for termination, the Company may terminate your employment for cause (as defined below): The Company shall pay you all compensation then due and owing, together with accrued vacation pay and benefits prior to the date of termination and any variable performance pay that has accrued or been declared but that has not yet been paid. Termination for "cause" means the failure on your part to properly carry out your duties after notice by the Company of the failure to do so and an opportunity for you to correct the same within a reasonable time from the date of receipt of such notice, conviction for theft, fraud or another serious crime by a court of competent jurisdiction, or dishonesty or gross, willful and persistent misconduct by you involving the property, business or affairs of the Company or the carrying out of your duties

8. Modification. The terms of this letter of agreement between you and the Company may be amended only by an agreement in writing signed by you and the Company.

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9. Voluntary Agreement. You represent and agree that you have reviewed all aspects of the terms set forth in this letter, have carefully read and fully understand all of its provisions, have had the opportunity to review any and all of its aspects with legal, tax or other advisors of your choice, and, by your signature below, are voluntarily entering into this agreement with the Company.

10. Pre-Joining requirements: On the date of joining, please submit the following documents: -

- Three passport size photographs
- Copies of all educational certificates
- Relieving letter from previous employers
- Experience certificate from other previous employers
- Proof of date of birth & permanent address
- Last salary slip / Proof of last salary drawn

- Form 16, if paying tax previously
- Photo ID Proof (Pan Card)
- All utilized pages of your passport (In case you do not have please apply for the same)

Date of reporting: We hope that you find the foregoing terms acceptable. Please indicate your agreement with these terms and accept this offer by signing and dating the enclosed duplicate original of this letter and returning them to us.

You are required to report to the office of **OT Privacy Software Private Limited** on or before July 1, 2019.

The terms of this offer are strictly confidential between you and **OT Privacy Software Private Limited**

Please do confirm your acceptance of this offer. You will be governed by the rules, regulations and policies of the Company as applicable to you.

All the benefits as per the Company's polices, which are subjected to change from time to time.

We look forward to welcoming you to OT Privacy Software Private Limited and we are confident that you will make an important contribution to our growth and development, while enriching and taking your own career forward at a rapid pace.

If you should wish to clarify any aspects of this offer, please do not hesitate to contact me.

Sincerely,

Hemanth Kumar

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Human Resources
OT Privacy Software Private Limited

Annexure 1

Compensation Break up

Name: Yogeesh Agarwal
Designation: Software Developer

Components	Annual CTC	Monthly CTC
BASIC	250,000	20,833
HRA	100,000	8,333
Conveyance Allowance	19,200	1,600
Medical Allowance	15,000	1,250
Employer PF contribution	30,000	2,500
Other Allowance	85,800	7,150
Total CTC	500,000	41,667

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Note:

The above are subject to applicable taxes as per the Indian Income tax guidelines. All other terms and conditions of your appointment, not specifically altered by this letter, remain unchanged. Your compensation is personal & confidential to you. Sharing/discussing the same with anybody other than the designated authority is not permitted.

By Signing and dating this letter below, I, Yogeesh Agarwal, accept the job offer of

Software Developer by **OT Privacy Software Private Limited**

Signature: Yogeesh

Date: 31/08/2018

JSS SCIENCE AND TECHNOLOGY UNIVERSITY Mysuru

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Yogeesh Agarwal August 31, 2018

Employee Confidentiality & Intellectual Property Agreement

As a condition of my employment with **OT Privacy Software Private Limited**, its subsidiaries, affiliates, successors or assigns (together "the Company"), and in consideration of my employment with the Company effective July 1, 2019 and my receipt of the compensation now and hereafter paid to me by Company, I agree to the following:

NONDISCLOSURE of CONFIDENTIAL INFORMATION

1. Company Information: I agree at all times during the term of my employment and thereafter, to hold in strictest confidence, and not to use, except for the benefit of the Company, or to disclose to any person, firm or corporation without written authorization from one of the directors of the company, any Confidential Information of the Company. I understand that "Confidential Information" means any Company proprietary information, technical data, trade secrets or know-how, including but not limited to: research, product plans, products, services, customer lists and customers (including but not limited to: customers of the Company on whom I called or with whom I became acquainted during the term of my employment), markets, software, developments, inventions, processes, formulas, technology, designs, drawings, engineering, hardware configuration information, marketing, finances and other business information disclosed to me by the Company either directly or indirectly in writing, orally or by drawings or observation of parts or equipment. I further understand that Confidential Information does not include any of the foregoing items which has become publicly known and made generally available through no wrongful act of mine or of others who were under confidentiality obligations as to the item or items involved.

2. Company Property: All documents, software code, development artefacts, inventions, processes, formulas, technology, designs, drawings, engineering, hardware configuration information, marketing, finances and other business information correspondence, and/or other materials developed by employee while employed by Company shall be the sole and exclusive property of Company, its successors and assigns. Employee hereby assigns and grants to Company and Company hereby accepts from Employee, all of Employee's right, title and interest to the Contract Work, including, but not limited to, work which is subject to copyright under the Indian Copyright Act

3. Former Employer Information: I agree that I will not, during my employment with the Company, improperly use or disclose any proprietary information or trade secrets of any former or concurrent employer or other person or entity and that I will not bring onto the premises of the Company any unpublished document or proprietary information belonging to any such employer, person or entity unless consented to in writing by such employer, person, or entity.

4. Third Party Information: I recognize that the Company has received and in the future will receive from third parties their confidential or proprietary information subject to a duty on the Company's part to maintain the confidentiality of such information and to

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Date: 2019.07.23 [illegible]

use it only for certain limited purposes. I agree to hold all such confidential or proprietary information in the strictest confidence and not to disclose it to any person, firm, or corporation or to use it except as necessary in carrying out my work for the Company consistent with the Company's agreement with such third party.

Yogeesh Agarwal August 31, 2018

RETURNING COMPANY DOCUMENTS

I agree that, at the time of leaving the employ of the Company, I will deliver to the Company (and will not keep in my possession, recreate or deliver to anyone else) any and all devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings blueprints, sketches, materials, equipment, other documents or property, or reproductions of any aforementioned items developed by me pursuant to my employment with the Company or otherwise belonging to the Company, its successors, or assigns.

REPRESENTATIONS

I agree to execute any proper oath or verify any proper document required to carry out the terms of this Agreement. I represent that my performance of all the terms of this Agreement will not breach any agreement to keep in confidence proprietary information acquired by me in confidence or in trust

prior to my employment by the Company. I have not entered into, and I agree I will not enter into, any

›ral or written agreement in conflict herewith.

EQUITABLE REMEDIES

I agree that it would be impossible or inadequate to measure and calculate the Company's damages from any breach of the covenants set forth in this Agreement. Accordingly, I agree that if I breach any of these covenants, the Company will have available, in addition to any other right or remedy available, the right to obtain an injunction from a court of competent jurisdiction restraining such breach or threatened breach and to specific performance of any such provision of this Agreement. I further agree that no bond or other security shall be required in obtaining such equitable relief and I hereby consent to the issuance of such injunction and to the ordering of specific performance.

GENERAL PROVISIONS

1. Entire Agreement: This Agreement sets forth the entire agreement and understanding between the Company and me relating to the subject matter herein and merges all prior discussions between us. No modification of or amendment to this agreement, nor any waiver of any rights under this agreement, will be effective unless in writing signed by the party to be charged. Any subsequent change or changes in my duties, salary or compensation will not affect the validity or scope of this Agreement.

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Date: 2018.09.12 12:42:38

2. Severability: If one or more of the provisions in this Agreement are deemed void by law, then the remaining provisions will continue in full force and effect.

3. Successors and Assigns: This Agreement will be binding upon my heirs, executors, administrators, and other legal representatives and will be for the benefit of the Company, its successors, and its assigns.

YOGEESH AGARWAL	Yogeesh	31/08/2018
Print Name	Signature	Date

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Conflict of Interest

OT Privacy Software Private Limited, (hereafter referred to as "the Company"), employees have an obligation to promote and act in the best interest of the Company at all times. The Company employees should avoid any action which may involve a conflict of interest with the Company.

The Company recognizes and respects that directors, officers and employees may take part in legitimate financial, business and other activities outside their jobs. However, those activities must be lawful and free of conflicts with their responsibilities as <Company> directors, officers and employees and to act in the best interest of <Company>.

Employees must also avoid apparent conflicts of interest, which occur where a reasonable observer might assume there is a conflict of interest and, therefore, a loss of objectivity in their dealings on behalf of the Company. If you have any questions whether your action could be construed as a conflict of interest or not, you must discuss it with your manager.

What you are expected to do as the Company's director, officer or employee:

Disclose your outside business activities, financial interests or relationships that may present a possible conflict of interest or the appearance of a conflict, especially where your financial interest in a company could affect the Company's business with that company. Make your disclosures in writing to your supervisor. In particular:

(1) Obtain necessary approvals from the Company before accepting a position as an officer or director of an outside business which is not affiliated with the Company.
(2) Obtain the approval of your supervisor when accepting a board position with a not-for-profit entity, when there may be Company's business relationship with the entity or an expectation of financial or other support from the Company.
(3) Do not take another job, full-time, part-time or as a contractor without prior disclosure to and approval by your manager. No position should be accepted where you may be tempted or expected to spend time on that job during your normal Company working hours or use the Company's resources and property.
(4) Do not, without the express written consent of the Company, directly or indirectly (as a director, officer, employee, manager, consultant, independent contractor, advisor or otherwise), engage in competition with, or own any interest in, perform any services for, or otherwise participate in any business or organization which engages in competition with the Company or any subsidiary thereof.

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Avoid actions or relationships which might conflict or appear to conflict with your job responsibilities or the interests of the Company. Conflicting situations may include but are not limited to:

(1) Receiving Gifts:

In order to avoid a conflict of interest, an employee's decision to give or receive a gift must be made in the best interest of the Company. In reaching business decisions, an employee should not be influenced by the acceptance of gifts from a current or prospective customer, vendor, partner, etc. The Company may view the receipt of such gifts as inappropriate. If you have any questions about the appropriateness of a gift, please ask your manager or the legal department prior to acceptance. Likewise, it is inappropriate to offer a gift to a current or prospective customer, vendor, partner without prior approval from your manager and the legal department.

What constitutes a "gift"? Gifts include any tangible item or service/activity including tickets to sporting events or other entertainment that could lead to the creation of an obligation, perceived or actual.

Gifts of nominal value ($25), especially sales novelty items or other items generally regarded as advertising specialties on which the supplier's name typically appears are generally acceptable.

(2) Employment of Relatives:

If you and members of your family are employed by the Company, one may not supervise the other without permission from your direct supervisor. Family members include the employee's spouse, child, parent, parent-in-law, grandparent, grandchild, son/daughter-in-law, step-parent, sibling, sibling-in-law, child of the employee's spouse or domestic partner, and any relative living in the household of the employee. Should two employees who work together or supervise each other enter into a personal, non-work related relationship, the relationship must be reported to Human Resources immediately. One or both employees may have to be transferred. Failure to report to Human Resources may lead to further disciplinary action.

For purposes of this policy, a personal relationship is a relationship of a romantic or intimate nature or of a character that could result in an allegation of conflict of interest or inappropriate behavior. Employees should err on the side of disclosure as openness helps to avoid future misunderstandings.

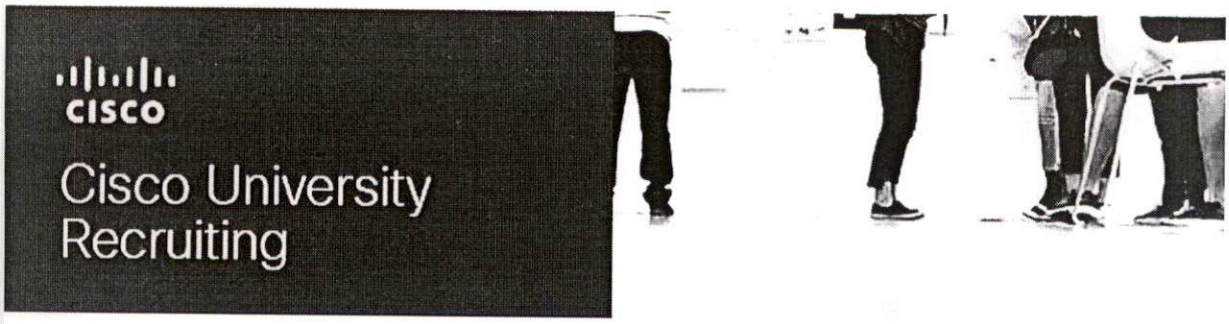
(3) Promotion of Outside Business:

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Do not promote or assist an outside business or not-for-profit activity using your Company's position, such as by directing business to a supplier that is owned or managed by a relative or close friend.

Yogeesh Agarwal	Yogeesh	31/08/2018
Name	Signature	Date

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Congrats! And Welcome to Cisco!

Hi,

We are delighted that you are joining us and we trust that this email finds you mutually excited about your offer with Cisco.

It's exciting to work at Cisco. Every day we connect people to the network and make it come to life. For 30 years, our technology has changed the way the world works, lives, play and learns. Our edge comes from technology and our people and from the amazing things that happen when we connect the unconnected.

So welcome to the human network. Your journey with Cisco has already started with your acceptance of our offer. We will be connected from now on till you come on board. We hope that you will find your experience at Cisco rewarding, challenging, and meaningful. We look forward to seeing you soon.

To start with your offer process, we will need your updated resume & few of your credentials in the below table/format **(Mandatory) by 27th Sep, 2018.**

Please send your updated resume by clicking **"Reply"** to this email. The resume should be in the**"pdf"** or **"docx"** format and has to be named in the format – **"<Your Full Name> - <College Name>.docx/pdf".**

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